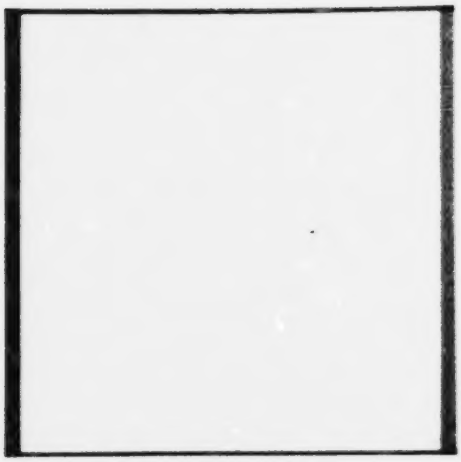

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Surplus/Redundancy Provisions Related to Positions of Responsibility, 1981-82

September, 1983

This publication has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the School Boards and Teachers Collective Negotiations Act.

The purpose of this publication is:

> to provide current and accurate information extracted from written collective agreements in a neutral capacity, to assist the parties during various stages of the negotiation process.

The publication is based on written collective agreements in effect between teachers and school boards for the 1981-82 agreement year (September-August), which have been filed with the Commission. Its contents include verbatim provisions* extracted from these agreements, which provide a qualitative dimension to other Commission publications of a statistical nature.

This document is made available to the parties or others expressing an interest on a request basis.

Inquiries concerning this publication or requests for further information assistance should be addressed to:

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* In some instances, only that portion of a provision which is related to the topic of this publication, and not the entire provision, has been included.

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Teacher Placement: Grid Distributions of Ontario Teacher Total Staff and Enrolment (January 31, 1983)

Grievance Arbitration: Summaries of arbitration decisions arising out of differences between the parties under the School Boards and Teachers Collective Negotiations Act.

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Education Relations Commission

INTRODUCTION

This clause file deals with the matter of surplus/redundancy as it relates to positions of responsibility. The agreement year analysed is 1981-82 and 100% of the 200 possible agreements were available for examination (76 Elementary panels - Boards of Education, 76 Secondary panels - Boards of Education and 48 County and District Roman Catholic Separate School Boards).

Positions of responsibility are defined to include in-school personnel employed in a teaching capacity in accordance with a statutory form of contract from the level of principal to teachers with duties beyond those normally associated with classroom teachers (e.g. heads, directors, deans).

Positions of responsibility also include out-of-school personnel employed under a teaching contract with titles such as coordinators and consultants.

The publication is divided into two basic sections. The first pertains to special considerations and/or exemptions accorded to personnel in positions of responsibility while the second is concerned with those agreements which provide a separate or distinct surplus/redundancy procedure for persons in these positions.

An overview and discussion of each of these two areas is presented initially, followed by the clause extracts themselves.

Some summary findings are as follows:

1. during the 1981-82 agreement year 76 or

38% of all agreements (28.9% Elementary, 57.9% Secondary and 20.8% RCSS) had a provision which afforded either exemption or special consideration to those in positions of responsibility in regard to surplus/redundancy,

2. in terms of the above, the position of responsibility dealt with most frequently was that of principal (74 agreements), then vice-principals (54 agreements) and then other positions (42 agreements),

3. exemptions (total or limited) are more common than special considerations (e.g. priority reinstatement, salary change) and total exemptions are more common for principals and vice-principals than are limited exemptions,

4. in 1981-82, separate or distinct surplus/redundancy procedures for those in positions of responsibility were found in 23 or 11.5% of agreements (9.2% Elementary, 6.6% Secondary and 22.9% RCSS),

5. these separate procedures are most common for the position of principal, followed by vice-principal,

6. among other matters, the separate procedures often deal with areas such as seniority determination, salary change, position assigned if surplus/redundancy effected, post surplus/redundancy consideration.

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SPECIAL CONSIDERATION AND/OR EXEMPTION FROM SURPLUS/REDUNDANCY PROCEDURE

Prevalance of Provisions

During the 1981-82 agreement year, 76 or 38% of the 200 collective agreements available for analysis contained a provision which for persons occupying positions of responsibility provided either or both an exemption from or special consideration in regard to surplus/redundancy. The absolute and relative frequencies by agreement type for provisions of this nature are noted below for the years 1979-80 to 1981-82.

TABLE 1

FREQUENCY OF PROVISIONS BY AGREEMENT TYPE
1979-80 to 1981-82

	1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%
Elementary	20	26.3	21	27.6	22	28.9
Secondary	38	50.0	43	56.6	44	57.9
RCSS	7	14.6	9	18.8	10	20.8
TOTAL	65	32.5	73	36.5	76	38.0

Both in absolute and relative terms, Secondary situations have had the greatest number of provisions, followed by Elementary and RCSS.

The overall proportion of agreements having a clause has increased from 32½% to 38% over the three-year period.

Positions of Responsibility Covered

Table 2 below, indicates for those agreements with a provision the frequency with which these relate to various positions of responsibility.

TABLE 2

PROVISIONS CONCERNING POSITIONS OF RESPONSIBILITY BY AGREEMENT TYPE, 1981-82

	Total No. with Provision	Provision Relates to		
		Principal	Vice-Principal	Other
Elementary	22	21	11	10
Secondary	44	43	35	25
RCSS	10	10	8	7
TOTAL	76	74	54	42

It can be noted that both on an overall basis as well as within agreement type, the most common provisions concern the position of principal with the position of vice-principal consistently next most frequent.

Various other positions of responsibility are dealt with least often.

Nature of Provisions

Table 3 affords a statistical summary of the provisions following their categorization into one of three groupings:

1. total exemption - position exempted from application of surplus/redundancy procedures,

2. limited exemption - position exempted on some conditional basis from application of surplus/redundancy procedures,

3. special consideration - position receives treatment not available to all teaching staff in regard to the surplus/redundancy procedures

It should be noted that the numbers reflected in Table 3 are greater than the number of agreements available for analysis. This is because some agreements can be categorized into two or more of the above groupings.

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TABLE 3

NATURE OF PROVISION BY BOTH POSITION OF RESPONSIBILITY AND AGREEMENT TYPE, 1981-82

	Total Exemption			Limited Exemption			Special Consideration		
	Principal	Vice Principal	Other	Principal	Vice Principal	Other	Principal	Vice Principal	Other
Elementary	13	7	6	8	5	5	5	1	2
Secondary	29	25	13	16	17	18	3	2	2
RCSS	1	1	1	5	4	4	5	4	3
TOTAL	43	33	20	29	26	27	13	7	7

The figures in Table 3 point out several matters:

1. references which contain language related to some form of exemption are much more common than those for special consideration,

2. in regard to exemptions, it is generally found that Elementary and Secondary situations have more frequent references to total than to limited exemptions; the reverse of this is true for RCSS situations,

3. provisions dealing with exemptions are far more common within Secondary than Elementary, and Elementary than RCSS situations,

4. the position of principal is most frequently dealt with followed by vice-principal and then others.

Total Exemptions - Language providing for this type of exemption is usually very straight forward. Several examples which are fairly typical are provided below.

Elgin Elementary, 1981-82

"Principals, vice-Principals and consultants shall be excluded from redundancy declaration".

Ottawa Secondary, 1980-82

"Principals and Vice-Principals shall be exempt from the provisions of Article 18 with respect to lay-off, termination or displacement as junior staff."

North Shore RCSS, 1981-82

"Teachers who hold positions of responsibility shall not be considered redundant or surplus when the overall number of teaching positions is reduced."

Limited Exemptions - A variety of provisions exist in this regard and as noted previously, an agreement may contain both total and limited exemptions.

Several examples of limited exemptions are offered below.

Dryden Elementary, 1981-82

"Teachers continuing to hold positions of responsibility for the ensuing school year, defined for purposes of this clause as meaning Principal, Vice-Principal, System Coordinator, Liaison Teacher and Area Learning Resource Teacher shall be exempt from the provisions of this clause."

London Secondary, 1980-82

"All persons holding an appointment to a position of responsibility above the level of Department Assistant shall be excluded from the system surplus list until all teachers and Department Assistants in their subject field have been considered."

Kent RCSS, 1981-82

"The Board may exempt a teacher who is in a position of responsibility and who is paid a responsibility allowance under Article IV, Article V, and Article VI of this Agreement."

An attempt to group the various types of limited exemption provisions resulted in the following:

Position is exempted:	Examples of Provision
for a period of time	Dryden Elementary, Lambton Secondary
unless school is closed	Muskoka Elementary, Prescott & Russell Elementary
if school board decides to protect the continuation of the position	Haldimand Secondary, Essex RCSS
until other lower positions have been considered	London Secondary
if the acting position is to be maintained in subsequent year	Toronto Elementary, East York Secondary
if reduction in the number of positions is not required	Lanark Elementary, Perth Secondary

Special Consideration - Fewer provisions existed in this area than that of total or limited exemption (see Table 3). In most instances, the consideration pertained to one or more of three matters: (1) salary paid following change, (2) priority consideration for reinstatement or (3) consideration prior to those not in positions of responsibility regarding surplus/redundancy determination.

Similar sorts of matters are more specifically addressed in those situations which have a separate or distinct provision and the reader is advised to examine these clauses for additional details regarding these special considerations.

SEPARATE OR DISTINCT SURPLUS/REDUNDANCY PROVISIONS FOR POSITIONS OF RESPONSIBILITY

Prevalence of Provisions

Table 4 below provides data regarding the frequency of provisions for the years of 1979-80 to 1981-82 inclusive.

TABLE 4

FREQUENCY OF PROVISIONS BY AGREEMENT TYPE
1979-80 to 1981-82

	1979-80		1980-81		1981-82	
	No.	%	No.	%	No.	%
Elementary	4	5.3	5	6.6	7	9.2
Secondary	3	3.9	4	5.3	5	6.6
RCSS	7	14.6	7	14.6	11	22.9
TOTAL	14	7.0	16	8.0	23	11.5

As Table 4 indicates, the frequency of separate or distinct procedures has remained relatively stable over time increasing from 7% of all agreements in 1979-80 to 11.5% in 1981-82.

By agreement type, RCSS situations have constantly had the greatest number of provisions in both absolute and relative terms.

Positions of Responsibility Covered

For 1981-82, all of the agreements with a

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separate or distinct provision addressed in some fashion the position of principal. Sixteen or 69.6% of the 23 provisions also dealt with the position of vice-principal. Seven of the clauses contained language which encompassed either by specific reference (e.g. department heads) or in general terms (i.e. all positions of responsibility), in-school positions below that of vice-principal.

Nature of Change for a Position of Responsibility Declared Surplus/Redundant

Principal. Several alternatives have been negotiated Eight agreements state that the position of vice-principal is assumed. One establishes a role of associate principal, another permits bumping of a less senior principal while another provides for a move to any available position of responsibility. The most common provision type in this regard found in 12 of the agreements (10 of these being RCSS), does not specify what the nature of the change will be.

Vice-Principal. As with the position of principal, the most common procedure found in 8 situations, does not specify the nature of the change. The other 8 provisions differ from one another and are outlined in brief below:

- moves to a new position
- becomes a teacher
- moves to a vacancy
- moves to another position of responsibility or becomes a teacher
- becomes a department head

- assumes next lowest position
- assumes position most recently held prior to vice-principal
- becomes a teacher or other

In those agreements which deal with positions other than principal or vice-principal (7 in total), the most common procedure is that the next lowest position in the hierarchy is assumed.

Although not specifically noted in all cases, these clauses enable a distinction to be drawn between the position of responsibility itself and the person occupying the position. As shall be noted, seniority is the key criterion in the determination of surplus/redundancy. Thus while, for example, school X is closed and a principal's position becomes surplus, the principal of school X may be senior to other principals and retain his/her position in another school while the least senior person in the position of principal becomes a vice-principal.

Seniority

Without exception, seniority in the provisions under consideration is first recognized for service with the present school board and is based upon the length of time in the particular position with that employer.

Should subsequent seniority criteria be specified in order to break ties after the initial consideration, it is not uncommon to note service in other positions of responsibility, teaching and qualifications. Several provisions contain general references to effectiveness or competence as well.

Salary Considerations

Thirteen provisions do not specify what salary will be received by the person changing positions. One might assume that the person in question would receive the salary commensurate with that position in which they have been placed.

The remaining 10 clauses contain a variety of alternatives which are summarized below:

- receive salary of position assigned (1 situation)
- salary of previous position frozen for one year (2)
- salary of previous position frozen for one year followed by red circling until salary of position occupied reaches level of red circle (2)
- salary of previous position red circled (1)
- salary reduction limited to ½ difference between previous and current position, but not to exceed more than $2,000 per year (3)
- if move is to classroom teacher, one year freeze
  if move is to another position of responsibility with less remuneration, one year freeze followed by ½ the difference (1).

Post Surplus/Redundancy Considerations

All agreements, except 3 which do not deal with this topic, afford priority reinstatement on the basis of seniority to persons displaced from positions of responsibility.

The 20 provisions which do make some provision in this regard, differ in terms of the period of time during which the priority consideration is in effect. The frequency of the various time periods is outlined below.

TIME PERIOD DURING WHICH PRIORITY CONSIDERATION IS IN EFFECT	NUMBER OF AGREEMENTS
1 year	3
Up to 2 years	3
5 years	1
6 years (Principal), 3 years (Vice-Principal)	1
No limit specified	12
No reference to priority consideration	3
	23

The remainder of this publication presents a replication of the provisions employed in the preceding analysis.

Atikokan Elementary/Elémentaire, 1980-82

When a reduction in the number of principals is required, consideration shall be made prior to that of the general staff. These persons would become part of the general staff.

a) When a surplus principal is assigned to the general staff, he/she shall not suffer any loss of salary for the first year. After the first year they shall be placed on the grid in the same manner as other teachers.

b) Surplus principals be given consideration for re-appointment as principals.

c) Surplus principals will be placed on the staff seniority list in the same manner as other teachers.

As staff positions become available after the redundancy declaration dates of October 20th and April 20th, redundancy notices shall be withdrawn in the reverse order of their declaration.

Dryden Elementary/Elémentaire, 1981-82

14:04 Protected Positions

1. Teachers continuing to hold positions of responsibility for the ensuing school year, defined for purposes of this clause as meaning Principal, Vice-Principal, System Coordinator, Liaison Teacher and Area Learning Resource Teacher shall be exempt from the provisions of this clause.

10:05 <u>Redundancy of Positions of Responsibility</u>

When a position of responsibility has been declared redundant by the Board, the salary of the incumbent teacher will remain unchanged until such time as the teacher's regular salary on grid, plus application allowances, is equal to or greater than his/her salary at the time the position of responsibility was declared redundant.

Position of responsibility means Principal, Vice Principal or Coordinator.

The clause does not apply in the following instances:

a) When a teacher is removed from a position of responsibility by reason of demotion, or

b) When a teacher is appointed to a position of responsibility for a predetermined period of time.

Dufferin Elementary/Elémentaire, 1080-82

ARTICLE XII - SURPLUS REDUNDANT TEACHER POLICY

12.01 Whereas the Board has a policy, #B43-79 Revised March, 1980, covering the steps to be taken in the event that there is or will be a surplus or a redundancy of teaching staff and although this policy is not a part of nor appended to this agreement, the Board agrees that the application of the policy may be made the subject matter of a grievance in accordance with the Resolution of Disputes Article XIII.

Further, the Board agrees that the policy will not be amended during the term of this agreement.

PART II: (a) Ontario Teachers' Federation members who hold a position of responsibility shall not be declared redundant. Principals, vice-principals, principal's assistants, consultants, programme supervisors, department heads, major chairmen, chairmen, minor chairmen.

Elgin Elementary/Elémentaire, 1981-82

ARTICLE XVI - REASSIGNMENT & REDUCTION OF TEACHING STAFF

16.01 As per Schedule A attached.

C. REDUNDANCY

2. Principals, vice-principals and consultants shall be excluded from redundancy declaration. This statement does not mean that all position of responsibility which exist at present shall necessarily continue to exist.

Espanola Elementary/Elémentaire, 1980-82

17.04 Release Priorities of Redundant Teachers - Elementary Schools

1) Should a valid redundancy of Teachers to the system exist due to reduced enrollment, such redundant teachers will be informed in writing by April 1 by the Director of Education.

Redundant teachers will be released on the following basis and in the following order: (1) Non-qualified
(2) Probationary contracts
(3) Permanent contracts

Notwithstanding the above; the redundancy determination shall not cause the elimination of any course or program. If there is no other teacher within the system qualified, or willing to become qualified, to replace a teacher, that would result in the elimination of a course or program, then the teacher cannot be declared redundant. In such a case, the next teacher on the order of redundancy will be declared redundant.

An individual appointed to the position of a principal is exempt from this redundancy clause.

Haliburton Elementary/Elémentaire, 1981-82

Redundant Teacher:

(a) A teacher who is going to be declared redundant to the system and therefore will suffer lay-off shall be notified by the Director of Education in writing by May 1st. The letter shall state that the teacher is being laid off for reasons of redundancey.

(b) The name of each teacher who has been laid off because of redundancy shall be placed by the Board on the redundancy list for two years. A copy of this list will be provided to the Branch Affiliates. All vacant and new positions shall be filled by teachers on the seniority list (according to their seniority on the list) providing they have the qualifications to fill these positions. In cases of equal seniority and qualifications, suitability for the position will be based on the judgement of the principals concerned and the Director of Education. Any teacher who has been reinstated shall be deemed to have had unbroken service.

(c) The onus shall be on the redundant teacher to inform the Board in writing, of any change of address.

(d) Consideration for teaching vacancies shall cease and the Board shall have no further obligation if a teacher cannot be contacted with 10 calendar days of a vacancy arising for a full time teaching position.

15.06 Selection Methods:

(a) All principals, as defined in the Collective Agreement, are exempt from consideration of redundancy before criteria for selection are applied.

Hearst Elementary/Elémentaire, 1980-82

15:07 Miscellaneous:

a) Article 15 [Redundancy] does not apply to the person holding the position of Principal.

Lakehead Elementary/Elémentaire, 1981-82

ARTICLE XVII TRANSFER AND REDUNDANCY

18:01 (vi) This Article will deal with the following contingencies:

(a) when the position of a staff member ceases to exist in the school where he/she is presently employed (18:04);

(b) where the position of a staff member ceases to exist in the school system where he/she is employed (in this case, "The Lakehead Board of Education" - 18:06).

(vii) This Article applies to the employee's position as a Teacher and not to the holding of positions of responsibility.

Lambton Elementary/Elémentaire, 1981-83

7. When a reduction of Principals is required:

(a) Principals will be placed on a Principals' seniority list to be prepared by the Board taking into account their length of appointment to the position with the Board or its predecessors;

(b) the following criteria are to be used in this order as tie breakers:

i) length of appointment as an Elementary Vice-Principal with the Board or its predecessors,

ii) length of appointment to another elementary position of added responsibility with the Board or its predecessors,

iii) length of time in a position of added responsibility with another board,

iv) length of appointment as an elementary teacher with the Board or its predecessors,

v) follow Board Policy B-R663-79 for further tie breakers;

(c) a Principal who is declared surplus will be assigned after consultation, to a position of Vice-Principal or similar position of added responsibility.

(d) a Principal who assumes a position as Vice-Principal, for reasons of redundancy, shall replace the last appointed Vice-Principal, if no open Vice-Principal position exists; and will receive the maximum of the Vice-Principal's responsibility allowance.

(e) transfers may be arranged to make the best possible placement of the principal who is to return to a Vice-Principal's position. (The least senior Principal is to effectively replace the least senior Vice-Principal, but not necessarily or even probably, as a direct replacement);

(f) prior to August 31 in the year in which the reduction in responsibility takes place, if an opening occurs at the Principals' level of responsibility, the most senior of the redundant Principals will be returned to that level automatically.

(g) if a Principalship becomes open after September 1 of that school year, a redundant Principal is an eligible candidate for such a position, but does not assume it automatically;

(h) a Principal reduced to a Vice-Principal cannot be, in turn; reduced to the role of teacher solely by reason of redundancy. (i.e., super-seniority over other Vice-Principals);

(i) Principals' positions which become open after September 1 of that school year may be filled by appointment, on an acting basis, until June 30 of the same school year. The position will become open for competition for September of the next succeeding year.

Lanark Elementary/Elémentaire, 1981-83

9. When a reduction in the number of principals and vice-principals is not required, they shall be excluded from consideration in staff reductions.

Michipicoten Elementary/Elémentaire, 1980-82

12.07 (b) For the purpose of redundancy, the principal shall be excluded from the seniority list.

Muskoka Elementary/Elémentaire, 1980-82

Article 12. - Redundancy

12.01 The BOARD agrees to maintain its Regulation on the redundancy of elementary school teaching staff, as updated, for the duration of this Agreement.

C. PRINCIPLES

4 (a) Teachers in positions of responsibility shall not be declared "Available for Transfer" or "Available for Recall" except when the school has been closed or the position disappears.

(b) Teachers in temporary positions of responsibility shall not be considered to hold positions of responsibility for the purpose of this regulation.

5 (a) For the purpose of determining redundancy when a school is closed, the principal and staff of that school shall be included with the staff of the school to which the school attendance area has been attached.

(b) When a school is closed and is not attached to another school attendance area, the principal and staff shall be declared "Available for Transfer".

Northumberland & Newcastle Elementary/Elémentaire, 1981-83

C - SENIORITY

1. a) Each teacher employed by the Board shall be placed on a seniority list, including principals, vice principals and part-time teachers.

D - EXCEPTIONS TO THE APPLICATION OF THE SENIORITY LIST

1. Principals and vice principals because of their added responsibility shall be exempt as long as they hold these positions.

2. a) Where a position requires additional qualifications according to Ministerial regulations, a teacher holding that position who is declared redundant shall be retained if his or her dismissal would place the program in jeopardy.

b) A program requireing additional ministerial qualifications shall be deemed to be in jeopardy when there is no suitable, qualified teacher with more seniority willing to accept the position.

c) A teacher who accepts a position requiring additional qualifications according to the Ministry of Education must be qualified or must become qualified prior to the commencement of his or her duties.

Perth Elementary/Elémenarie, 1980-82

18:05 In a year in which the procedures beginning with Article 18:02 are used, a seniority list showing all teachers in the Bargaining Unit but excluding the names of Principals, Consultants and teachers who have been hired for periods of one year or less shall be developed by the Director or his designate and the Director or his designate agree to consult with the Presidents of the Branch Affiliates to determine any ranking situations where seniority is equal. Such seniority list shall be published for posting in each school showing the criteria measurements set out in Article 18:04 (b), and teachers shall have fifteen (15) days in which to point out in writing to the Director or his designate any errors or omissions after which time the list shall be deemed to be accurate and correct in all respects. A copy of the corrected seniority list shall be posted in each school no later than March 15.

Prescott & Russell Elementary/Elémentaire, 1981-82

ARTICLE 11 - REDUNDANCY

11:05 Positions of Responsibility

If a school should close for any reason, the most junior principal would replace a vice-principal if he/she has more service with the Board than the junior vice-principal in the system or will be considered and treated as a teacher.

Prince Edward Elementary/Elémentaire, 1981-83

(f) (1) The seniority list shall denote which persons are Principals and which persons are teaching programmes which require special qualifications - these special qualifications shall be determined solely by the Board after receiving the advice of the Director and the Principals.

(2) Where the special qualifications required are partially or wholly a matter of certifications, the certifications required shall be indicated.

(3) Where the special qualifications required are not wholly a matter of certifications, this shall be indicated on this seniority list.

(4) The seniority list shall bear, as an informational item, the staff requirements anticipated for the next school year and the number of redundancies anticipated. The information on redundancies shall be expressed in terms of the number counting from the position with least seniority (with Principals excluded) both including and excluding persons teaching programmes requiring special qualifications.

5.03 Order of Redundancy

When there is a staff reduction, the seniority list will determine the sequence of reduction, starting with the position of least seniority, subject to the following provisions:

(a) when a reduction in the number of principals is not required, they shall be excluded from consideration in staff reductions;

(b) when a reduction in the number of principals is required, the Board shall determine which principals shall be retained; the principals whose positions will cease to exist shall be entitled to exercise their rights as teachers under this clause;

Renfrew Elementary/Elémentaire, 1981-82

ARTICLE 16 - SENIORITY LISTS

16.01 (b) (ii) Teachers holding positions considered responsibility positions (namely principals, vice-principals, consultants supervisors) will be indicated with an asterisk (*). These positions are protected from the procedures outlined in this Article.

Simcoe Elementary/Elémentaire, 1981-83

Placement of Teachers

X In the event that voluntary requests for transfer are not forthcoming, the principal shall determine which of his teachers shall be declared "available for transfer". As a guideline, the following criteria shall be considered when declaring teachers available for transfer:

(a) positions of responsibility,
(b) permanent contracts,
(c) seniority with the Board,
(d) needs of school
(e) full or part-time contracts.

Toronto Elementary/Elémentaire, 1981-82

5.2.1.0.0. a Teacher who holds a continuing position as principal, vice-principal, co-ordinator or assistant co-ordinator shall be exempted from the procedures in 5.2.0.0.0.; however

5.2.3.1.0 a Teacher who holds an acting position as principal, vice-principal, co-ordinator or assistant co-ordinator shall be exempted from the procedures in 5.2.0.0.0. only is the acting position is to continue in the next school year.

Victoria Elementary/Elémentaire, 1981-82

12.01 (f) When the Board has determined that the reduction can be accomplished only by the termination of a permanent contract of a teacher, then the contract of a teacher with the least seniority excluding Principals and Vice-Principals shall be terminated. Seniority being defined as years of continuous elementary service with this Board and/or predecessor Boards now within the Victoria County Baord of Education's jurisdiction. Where the least senior teacher has qualifications required by the Ministry of Education to teach a certain subject or class his/her contract will be terminated if the next senior teacher can become qualified to commence equivalent teaching duties by September 1 of the same calendar year.

Wellington Elementary/Elémentaire, 1981-83

(5) The Board shall be entitled to retain on staff a teacher hired to a position of responsibility, provided that there is no member of the Branch Affiliates qualified and acceptable to the Board for that position of responsibility at the time of hiring.

West Parry Sound Elementary/Elémentaire, 1981-83

(c) Principals shall be excluded from condiseration as surplus to a school or to the system.

Atikokan Secondary/Secondaire, 1980-82

C. 3) When a reduction in the number of principals and/or special teachers is required, consideration of this reduction shall be made prior to that of the general staff. These persons would become part of the general staff. The salary paid shall be in accordance with the teacher's category standing and experience on the grid.

Brant Secondary/Secondaire, 1980-82

(h) Principals and Vice-Principals, while they hold that position, will be excluded from the seniority list, but all other teachers of the O.S.S.T.F. employed by the Board will be included.

Dryden Secondary/Secondaire, 1981-82

29:04 Determination of Teachers Available for Transfer

When the quota for each school has been established, each Principal will determine those teachers presently on staff or on leave in that school who are in excess of the quota.

The Principal must ensure that the programme established for the school in section 29:03 is maintained in determining staffing.

Principals and Vice Principals will be exempt from this clause.

Coordinators, Chairman, Assistant Coordinators and Assistant Chairman who would have been declared surplus under the normal operation of this clause are exempt from this clause if no willing substitute with the qualifications as required by the Ministry, or the Specialist Certification as required by the Board, can be found in the school where they would have been declared surplus.

In the event the Board is unable to fill a vacant position of responsibility internally with a teacher who is willing and has the qualifications as required by the Ministry or the Specialist Certification as required by the Board, the Principal shall reduce the school quota in order that a teacher may be hired externally to fill that position. A teacher hired externally to fill that vacant position of responsibility shall be exempted from the release of surplus staff clause for a period of up to five years providig that the position of responsibility is maintained.

Dufferin Secondary/Secondaire, 1980-82

ARTICLE XII - SURPLUS REDUNDANT TEACHER POLICY

12.01 Whereas the Board has a policy covering the steps to be taken in the event that there is or will be a surplus or a redundancy of teaching staff and although this policy is not a part of nor appended to this Agreement, the Board agrees that the application of the policy may be made the subject matter of a grievance in accordance with the Resolution of Disputes Article XIII.,

Part II:

(a) Ontario Teachers' Federation members who hold a position of responsibility shall not be declared redundant. Principals, vice-principals, principal's assistants, consultants, programme supervisors, department heads, major chairmen, chairmen, minor chairmen.

Durham Secondary/Secondaire, 1981-82

Principals and Vice Principals shall be protected from being declared surplus to a school.

East York, Etobicoke, Scarborough, Toronto & York Borough Secondary/Secondaire, 1980-82

6.1.3.2.0 A Teacher who holds a continuing position of responsibility shall be excluded from procedures in 6.1.3.1.3, but

6.1.3.2.1. a Teacher who holds an acting position of responsibility shall be excluded from procedures in 6.1.3.1.3., only if the acting position is to continue in the next school year.

6.1.4.3.0. A Teacher surplus to a school shall be assigned according to seniority,

a) to teach in a position in a subject or combination of subjects for which the surplus Teacher is qualified in accordance with 6.1.1.1.0., and has such specific qualification as are required by the timetabled program needs of the position, and

b) if no such position is vacant, such assignment shall be made to replace another Teacher if the other Teacher has less seniority and is the least senior Teacher in the Board in that subject or combination of subjects, and

c) such assignment may displace a Teacher who holds a continuing position of responsibility other than as a principal or vice-principal.

Elgin Secondary/Secondaire, 1981-82

ARTICLE XI - REASSIGNMENT AND REDUCTION OF TEACHING STAFF

11.01 As per Schedule F attached.

(B) EXCLUSIONS

1. Principals, Vice-Principals, Directors and Department Heads shall be excluded from surplus declaration. This does not mean that all positions of responsibility exist at present shall necessarily continue to exist.

   All term appointments to positions of responsibility are not excluded.

2. Teachers whose loss would mean the elimination of a program will, at the discretion of the Board, be excluded from consideration under this policy.

Espanola Secondary/Secondaire, 1981-83

6.04 The terms of this article do not apply to the Principal of Espanola High School.

Port Frances-Rainy River Secondary/Secondaire, 1980-82

(e) Exemption - Principals and Vice-Principals are exempted from declaration of redundancy.

Frontenac Secondary/Secondaire, 1981-82

6.5 i) A major or minor department head, business education or technical director, whose appointment to his/her position became effective on or before 31 August 1979, shall be exempted from consideration as a teacher surplus to his/her school for the duration of that appointment. All such appointments effective after 31 August 1979 shall not be granted this exemption.

Haldimand Secondary/Secondaire, 1981-82

19.05 Determination of Staff Within School

(a) In each secondary school in the Haldimand Board of Education jurisdiction, the Principal is responsible for determining the staff requirements for his/her school according to the staff allotment as outlined by the Director of Education and according to specific program requirements.

(b) For the purpose of maintaining the quality of education, the Board may protect teachers in the following categories despite their seniority:

i) Teachers holding the following Positions of Responsibility -- Principals, Vice-Principals, Major Heads, Minor Heads.

ii) Teachers needed to teach viable classes in Grade 13 courses where the Head does not have the necessary qualifications.

iii) Teachers needed to teach viable classes where special qualifications are required under Regulation 704.

NOTE: In ii) and iii) above, the most senior teachers in the system, with the necessary qualifications, will be the teachers protected.

(c) If a change in the number of staff is forthcoming, the staffing needs are determined by the Principal in consultation with the Director, Superintendent(s) and the other Principals and in accordance with Article 19.06.

Haliburton Secondary/Secondaire, 1981-82

5. Selection Methods:

(a) The position of Principal as defined in the Collective Agreement is exempt from consideration of redundancy before criteria for selection are applied.

Kenora Secondary/Secondaire, 1981-82

ARTICLE XII - TENURE

12.03 The application of the following point system will determine the order of redundancy. The teacher or teachers with the lowest point total, except as outlined in Article 12.02, will be declared redundant.

(1) Points per year of consecutive experience from date of last hiring with The Kenora Board of Education - Secondary 30

(2) Points per year of experience with the Kenora Board of Education - Elementary 15

NOTE: Points for part-time (occasional teaching in Kenora (Items 1 and 2) to be prorated.

(3) Points per year of recognized other teaching experience. 10

(4) Points per year of recognized related experience (maximum of five years and maximum of 50 points) 10

(5) Points assigned for category placement:

Category 1	20
Category 2	30
Category 3	40
Category 4	50

(6) Points for extra degrees not used in category placement (assigned only to staff who are presently being paid for the allowances) 5

(7) Points for positions of responsibility. 30

(8) Points assigned at the discretion of The Kenora Board of Education. 60

Kirkland Lake Secondary/Secondaire, 1981-82

10.04 Retention of Staff

(a) The retention of staff shall be determined on the basis of seniority, experience, qualifications, and suitability for alternate posting within the Board's jurisdiction; provided that principals shall not be subject to lay-off by reason of redundancy.

Lakehead Secondary/Secondaire, 1981-83

12:03 In consultation with the Superintendent of Staff Services, each Principal shall staff his school in accordance with seniority and qualifications as defined above, save and expect for positions of responsibility.

(d) Teachers continuing to hold positions of responsibility, defined for purposes of this clause as meaning Principal, Vice-Principal, Department Head, Assistant Department Head, Acting Department Head, Librarian, Co-ordinators, and Senior Teachers, shall be exempt from the provisions of clause 12:05 (a) and 12:05 (d) of this Article.

Lambton Secondary/Secondaire, 1979-82

(vi) Responsibility Positions

Teachers filling positions of responsibility who would be considered surplus or redundant on the basis of seniority will not be so considered with the proviso that the termination procedures under Section 209 will apply for the following year.

209 All responsibility appointments described in this section are for a one (1) year period only and will be reviewed each year. Any incumbent, other than Acting Head, who is to be relieved of his responsibility position will be given reasons and written notification of the termination by April 1st.

Lanark Secondary/Secondaire, 1981-82

10. Principals and Vice-Principals: When a reduction in the number of Principals and Vice-Principals is not required, they shall be excluded from consideration in staff reductions.

Leeds & Grenville Secondary/Secondaire, 1980-82

12.01 Principals and Vice-Principals

A teacher appointed by the Board as a Principal or Vice-Principal is exempted from being declared surplus. If a Principal or Vice-Principal is reassigned as a result of declining enrolment, then it will be in accordance with the Staff Tenure. The reassignement shall be to a position in his/her school.

Lincoln Secondary/Secondaire, 1981-82

.05 Application of County Staffing Procedure to Positions with Additional Responsibilities

i) All teachers, including those in Positions with Additional Responsibility, will be named on the seniority list in accordance with Article 12A.

ii) With the exception of those positions which are otherwise specifically dealt with in sub-paragraphs (iii) and (iv) below, Principals, Vice-Principals and all other Positions of Additional Responsibility as defined in Article 8 of this Agreement and as were in existence as of September 1, 1981 are exempt from the provisions of Article 12B. In addition, Major and Minor Department Heads, for the duration of their appointment as a Head, are exempt from being declared supernumerary and redundant to the secondary school system in Lincoln County, provided they have five or more years seniority as defined in Article 12A and at least two years seniority in at least a Minor Headship position.

iii) Major and Minor Department Heads who have less than five years seniority as a teacher and/or less than two years seniority in at least a Minor Headship position (see sub-paragraph (ii), above) are not exempt from Article 12B, and shall be declared supernumerary and redundant in accordance with the procedures defined in Article 12B.

iv) All Assistant Heads and Teachers with Subject Area Responsibilities are not exempt from Article 12B, and shall be declared supernumerary and redundant in accordance with the procedures defined in Article 12B.

v) Exceptions to sub-paragraphs (iii) and (iv) above may be made in order to protect program. The procedure to be used in such cases will be that specified in the last two paragraphs of Paragraph 12B.04.

London Secondary/Secondaire, 1980-82

8. All persons holding an appointment to a position of responsibility above the level of Department Assistant shall be excluded from the system surplus list until all teachers and Department Assistants in their subject field have been considered.

A Department Assistant in a school may be excluded from the unplaced list in a school if there is firm evidence that (i) the Department Assistant position will continue to exist in the school (ii) the incumbent will not be unplaced or surplus in the system as a Department Assistant or as a teacher.

Manitoulin Secondary/Secondaire, 1981-82

(f) Principals, Vice-Principals shall be excluded from surplus declaration. Also excluded is any teacher with ten (10) years consecutive service with The Board and who is within five (5) years of the sooner age sixty-five (65) or an "A" pension.

Michipicoten Secondary/Secondaire, 1981-83

ARTICLE XIV - STAFF REDUNDANCY

14.01 a) In the event that there are not enough teaching positions for the number of teachers presently under contract, or where the Baord deems it necessary to discontinue a particular course of study because of lack of student demand, the Board will make every possible effort to maintain said teacher(s) on secondary staff.

A redundant Secondary School Teacher on permanent contract will be offered any vacant position (other than administrative) in the Elementary school system for which he/she is qualified or can qualify prior to September.

b) If this is not possible, and if this is not a specialized subject area requiring a special teaching certificate, the following order of priorities should apply in deciding, excluding those in positions of responsibility, who will be declared redundant:

i. Teachers on probationary contracts.

ii. Total number of years teaching with the Michipicoten Board of Education

iii) Number of years teaching in Ontario.

iv) Qualifications and course requirements.

c) It is understood that guidelines ii, iii and iv are not to be wholly restrictive in their application.

Muskoka Secondary/Secondaire, 1980-82

9.06 Redundancy

The BOARD agrees to continue its Regulation on Redundancy of Secondary School Teaching Staff, dated February 6th, 1979, and to maintain this Regulation for the duration of this Agreement.

4. (a) Teachers in positions of responsibility shall not be declared "Available for Transfer" or "Available for Recall" except when the school has been closed or the position disappears.

(b) Teachers in temporary positions of responsibility shall not be considered to hold positions of responsibility for the purpose of this regulation.

5. When a school is closed, the principal and staff shall be declared "Available for Transfer".

Niagara South Secondary/Secondaire, 1981-82

11.05 The Board Policy entitled "Surplus Determination and Placement" shall be the only method for declaration of Surplus or Redundant teachers, and the subsequent placement of such teachers within the Niagara South system. No changes shall occur in this policy except by mutual consent of the parties to this agreement.

ADMINISTRATIVE REGULATIONS:

2. By March 8th, if the total number of teachers required is less than the number currently employed, the Board shall declare a number of teachers surplus to the needs of the system equal to the excess identified in 1. above. such teachers shall be named in accordance with the least amount of seniority, as defined in Article 11.04, on a system basis. Principals, vice-principals, consultants and teachers employed in inter-ministerial programs shall not be declared surplus.

NOTES: 1) The identification of teachers to be involuntarily transferred shall be made by the sending Principal and his Superintendent of Schools in consultation with the TPC subject to the approval of the Superintendent of Operations.

2) Directors, Major Heads, Minor Heads and Assistant Heads shall not be involuntarily transferred under this procedure.

Nipissing Secondary/Secondaire, 1980-82

17.09 (e) Principals and Vice-Principals shall not be declared AFT [Available For Transfer], for purposes of this Teacher Retention Plan.

Northumberland and Newcastle Secondary/Secondaire, 1981-83

ARTICLE X - TEACHER RETENTION

10.01 The Retention Policy (Secondary) of the Board shall not be changed during the school years 1981-83 except by mutual consent. (A copy of this Policy will be available in each school office.)

C) PRECONDITIONS TO DECLARATION OF SURPLUS TEACHERS

7. All positions of responsibility as defined in the Collective Agreement plus Principals and Vice Principals are removed from consideration.

North York Secondary/Secondaire, 1981-82

6.1.3.2.0. For the purpose of 6.1.3.0.0. Teachers who hold positions of responsibility effective September 1 of the next school year shall be deemed to have the highest seniority.

6.1.4.3.3. Such assignments may displace a Teacher who holds a position of responsibility other than as a principal or vice-principal.

Ottawa Secondary/Secondaire, 1980-82

18.17 a) Principals and Vice-Principals shall be exempt from the provisions of Article 18 with respect to lay-off, termination or displacement as junior staff.

b) Should the operation of Article 18 result in the displacement of Coordinators, Consultants, Heads and Minor Heads, such persons so displaced shall only continue to hold their positions of responsibility providing that:

1) their displacement is less than half-time in the subject area of the position of responsibility;

and further, in the case of Heads or Minor Heads:

2) their positions are supported by the criteria as outlined in Article 19.06; and

3) their teaching assignments are full-time in the same school.

(d) Method for Withdrawal

Where a Headship becomes surplus to a school, the surplus Head may:

i) remain in the school as a teacher, providing a position exists, and have his name added to the selection procedures priority list; or

ii) accept a Minor Headship in the school, if such exists, and have his name added to the selection procedures priority list; or

iii) displace the most junior Head in the Organizational Unit in the system which contains that subject in which the Head was declared surplus and in which he holds required qualifications.

(e) Where a Minor Headship must be reduced, or where it has been decided to designate a Minor Headship in another subject area the displaced Minor Head shall be assigned to a teaching position within the school, should such exist, and shall be eligible for the provisions of 19.09 and have his name added to the selection procedure priority list.

(f) When a Headship becomes surplus to a school as a result of the application of 19.05 (a), the school must consolidate Organizational Units in accordance with the provisions of 19.08 (b).

(g) When a Headship becomes surplus to a school as the result of the application of 19.06 (b), the school may use the conversion factor as outlined in 19.05 (b).

(h) When a Minor Headship becomes surplus to a school as a result of the application of 19.05, the Principal, following consultation with his staff, will determine the surplus position based on the needs of the school and subject to the written approval of the appropriate Superintendent.

Oxford Secondary/Secondaire, 1981-82

16.04 (a) Principals, vice-principals and other positions of responsibility, except subject chairmen, as outlined in Article 6.07 of the Agreement, are excluded from surplus declaration. This statement does not apply to any position of responsibility that is planned for withdrawal in the next school year.

Perth Secondary/Secondaire, 1981-83

18:05 Right of Displacement

(a) In a year in which the procedures beginning with Article 18:02 are used, a seniority list shall be developed by the Board. Such seniority list shall be published for posting in each school and shall list:

(1) the seniority ranking of each teacher (except Principals and Vice Principals) from most junior to most senior.

Peterborough Secondary/Secondaire, 1981-83

18.02.08 6 Principals and Vice-Principals shall be excluded from the seniority lists unless he/she requests a teaching

position. Resource staff and consultants who are dues paying members of O.S.S.T.F. shall be included on the seniority lists as regular teachers.

18.03.05 In the assignment of staff, if a teacher must be declared surplus to the needs of a particular subject department in the school, the teacher(s) with the least seniority shall be declared surplus unless by mutual agreement another teacher in that department will transfer in the best interests of the program. The Department Head shall be considered essential to the program unless he/she is redundant to the system.

Red Lake Secondary/Secondaire, 1981-82

7.20 PREAMBLE

A) The intent of this process is to establish a procedure for the reduction of permanent contract staff in the event of Redundancy.

B) Redundant teacher is a teacher for whom there is no teaching position available within the secondary system for reasons other than incompetence.

C) Teachers on a probationary contract, principal and Vice-principal are excluded from this process.

Renfrew Secondary/Secondaire, 1981-82

23.06 (a) Notwithstanding Clause 23.01 (c) (i), Principals and Vice-Principals shall be placed on the seniority lists for informational reasons only - to show the position on the lists that a Principal or Vice-Principal would have in the event he/she ceased to hold the position of Principal or Vice-Principal.

(b) Principals and Vice-Principals appearing on the seniority lists shall be clearly identified on the lists as to their position of responsibility.

(c) Except as provided in Clause 23.06 (d), newly hired Principals and Vice-Principals shall be placed on the seniority lists in accordance with this Article as though they were newly hired teachers.

(d) Teachers already on the seniority lists who are appointed to the positions of Principal or Vice-Principal shall retain their positions on the seniority lists.

(e) Notwithstanding the appearance of Principals and Vice-Principals on the seniority lists, the provisions of Article XXV shall not apply to Principals and Vice-Principals except as set out in Clause 23.06 (f).

(f) A teacher who holds appointment as Principal or Vice-Principal and who will not hold such an appointment in the following year shall be treated as though they did not hold said appointment for the purposes of redundancy and placement in the following year (i.e., the provisions of Article XXV shall apply in this case).

(g) Notwithstanding the above, persons who held appointment as Principal or Vice-Principal for the 1980-81 school year shall be placed on the seniority lists as though they were teachers. Notwithstanding Clause 23.03, where such a Principal or Vice-Principal has the same number of points as one or more teachers who were not appointed as Principal or Vice-Principal for the 1980-81 school year, such Principal or Vice-Principal shall be placed on the seniority lists ahead of such other teachers.

Simcoe Secondary/Secondaire, 1981-83

Matching Transferees and Vacancies

(a) On the seventh teaching day of April, the Superintendent of Operations shall publish a list of the known vacancies, together with a list of the surplus positions in each secondary school. The names and qualifications of each teacher declared available for transfer shall be supplied to the principals.

(b) Within a further five teaching days, the Superintendent of Operations shall convene a meeting of all Secondary School Principals and Superintendents of Schools and the Branch Affiliate members of T.T.R.C. At this meeting, an attempt will be made to place all teachers declared available for transfer in the known vacancies.

(c) Thereafter, regular meetings at two week intervals, or at the call of the Superintendent of Operations, shall be convened to complete the placements of available for transfer teachers.

(d) The placement procedures noted in 3 (b) and (c) must apply to both voluntary and declared transferees, until all declared transferees are placed.

(e) Except for positions of responsibility, the placement of:

(i) teachers who were declared supernumerary in the previous year,

(ii) transferable teachers (whether voluntary or declared),

in that order, shall be completed before the commencement of external advertising, unless, because of special circumstances, it is mutually agreed by the Administration and the Branch Affiliate members of T.T.R.C. to do otherwise.

Sudbury Secondary/Secondaire, 1981-82

ARTICLE XV - SENIORITY LIST

15.01 c) Principals and Vice-Principals shall have their names excluded from the Seniority List.

16.03 DEFINITION OF SURPLUS

A surplus teacher is one who is not initially declared redundant, (but who may be declared redundant at a future date subject to the provisions of Article 16.10) and for whom no position will be available in his/her present school in the upcoming school year, based on the criteria outlined below:

In those schools where it is necessary, the Principals and Superintendents of Schools will designate teachers deemed for transfer.

Criteria for designation will be according to the seniority list as defined in Article 15.01 providing the viability of the programs within the school is not jeopardized. Viability of a program means having enough teachers who meet Ministry requirements for certification and who have adequate post secondary school academic qualifications, training or experience to teach the subjects required. Teachers in positions of responsibility as outlined in Article 7.04 (other than Assistant Department Heads) and/or those who will be holding such positions in the upcoming September, will not be declared surplus.

Timmins Secondary/Secondaire, 1980-82

d) Exemption

Principals and Vice-Principals will not be affected by this Article.

Victoria Secondary/Secondaire, 1981-82

When the Board has determined that the reduction can be accomplished only by the termination of the contract of a permanent teacher, it shall use a retention grid of all secondary school teachers in the system. Principals and Vice-Principals shall be excluded. Points to be assigned to each teacher from the following criteria:

a) teaching experience
b) professional qualifications
c) academic qualification
d) OSSTF Certification
e) positions.

Positions

Assistant Head, Assistant Director
Minor Head - 140 points for position plus 5 points for each year of service at that position.

NOTE:
1. Years at a particular position with this Board only, to be counted.
2. Position points may be counted for one position only.
3. Service points are accumulative.

Wellington Secondary/Secondaire, 1981-83

(6) a) The Board shall be entitled to retain on staff a teacher employed as a Principal, Vice-Principal, Director, Major Head, Head, Chairman 1 or Chairman 2 where such person holds the only position of responsibility within a department. Such a teacher may then be excluded from the transfer or surplus list. In an organizational unit where two or more of the previously stated positions exists, teachers in the subordinate positions will not be entitled to automatic retention.

b) Where a department is organized in a manner approved by The Wellington County Board of Education under Article 3:05, the Board shall be entitled to retain one teacher employed in a position of responsibility in each organizational unit so approved. The teachers to be eligible for retention must be named by the principal not later than September 30 of the contract year. Such designation must be made in writing to the Superintendent of Personnel and the President of District 39, O.S.S.T.F. The number of teachers so designated must not exceed the number of teachers that would be protected as per 17:02(6)(a). Such a teacher may then be excluded from the transfer or surplus list.

Wentworth Secondary/Secondaire, 1980-82

A surplus teacher who holds a position of responsibility may only use his seniority as determined by Article 25.06 to displace a teacher who does not hold a position of responsibility.

25.16 In the event that a position of responsibility no longer exists, as a result of a permanent school closure, the teacher(s) thus affected shall continue to receive the salary earned while in the position of responsibility, until such time as his position in the grid reaches that level or the former salary is otherwise earned.

25.17 Any person in a position of responsibility who receives a benefit under Article 25.16 is expected to apply, should an equivalent position of responsibility subsequently become available, failing which, he shall forthwith lose his entitlement hereunder.

West Parry Sound Secondary/Secondaire, 1981-83

21.01 Definitions

(i) For the purpose of this Article, 'teacher' shall mean a Secondary School Teacher who is a member of the Ontario Secondary School Teachers' Federation and who is covered by the terms of this Agreement, except that Principal and Vice-Principals are not included.

Essex RCSS/CESC, 1980-82

9:17 (b) In the event that a situation of redundancy due to declining enrolment or programme change necessitates the transfer of a teacher(s) on a particular staff, the selection of the individual to be transferred shall be made by considering only the teachers on that staff with regard to their number of years of continuous service with the Board provided that the Board retains sufficient qualified teachers in each of the categories (i.e. Principals, Vice-Principals, Industrial Arts, Home Economics, Oral French, Library, Special Education, Francais) to meet the Board's requirements. The teacher, on the staff under consideration, with the fewest years of continuous service with the Board shall be liable for transfer. Such transfer shall not deny the individual the opportunity to apply for transfers normally posted in May. Every possible effort should be made to allow the individual to transfer to a school in immediate proximity to where he or she was formally on staff.

19.20 (b) When teachers are declared redundant their contracts shall be terminated or they shall be demoted in reverse order of their length of continuous service with the Board as indicated on the System Seniority List, provided that the Board retains the qualified teachers to meet the Board's requirements in each of the categories as follows: Principals, Vice-Principals, Industrial Arts, Home Economics, Oral French, Religious, Special Education, Francais, Consultants, Co-ordinators and Instrumental Music.

Halton RCSS/CESC, 1981-82

15.25 Where a position of responsibility, excluding principals, is declared surplus to the system, or when a teacher is transferred from a position of responsibility, as defined by this Collective Agreement, to duties other than those defined as positions of responsibility to be effective the subsequent September, such teacher shall not be paid any responsibility allowance, effective that same September.

15.26(a) Where a Principal's position is declared surplus to the system, that principal shall suffer no loss in salary for the subsequent school year after which time that principal's salary shall be paid as per his/her qualifications on the teachers' salary grid in the Collective Agreement in effect at that time.

15.26(b) Where a principal's position ceases to exist because of redundancy, that principal shall be recalled and appointed to the first available principalship for which he or she is qualified, as determined by the Board.

15.27 Teachers who are demoted from a position of responsibility and principals who are demoted from their appointed position shall suffer no loss in salary or allowance for the current academic year.

Hearst RCSS/CESC, 1980-82

6.13 Les enseignants sous contrat permanent seront ensuite mise à pied dans l'ordre inverse de leur ancienneté. Un enseignant qui détient un poste de responsabilité ou un poste requérant des qualifications additionnelles pourra être exempt d'une telle mis à pied selon les besoins du système.

Kent RCSS/CESC, 1981-82

16.04 The Board may exempt a teacher who is in a position of responsibility and who is paid a responsibility allowance under Article IV, Article V and Article VI of this Agreement.

Lambton RCSS/CESC, 1981-82

11.09 Displacement (Positions of responsibility)

(a) For the purpose of establishing seniority for staff in positions of responsibility these positions shall be grouped and ranked into departments as follows:

A	B
Co-ordinator	Principal
Consultant	Vice-Principal
Classroom teacher	Classroom teacher

(b) Persons in positions of responsibility shall have seniority in these positions, only within their own department. At no time shall displacement be outside of their respective department.

(c) Where a redundancy or surplus occurs for those in positions of responsibility in the system, staff in those positions shall be re-assigned on the following basis:

i) The person being re-assigned shall be placed in the next lowest position of responsibility in his/her department.

ii) The employee having the least seniority in such position shall be re-assigned.

iii) If there is more than one having such least seniority, the one with the least total seniority with the Board shall be re-assigned.

iv) For the purpose of any further re-assigning, the teacher shall be deemed to have seniority in such lesser position of responsibility equal to his period of service with the Board in the position from which he has just been re-assigned plus any prior service with the Board in the position to which he has just been re-assigned.

v) If the redundant position is re-established, such teacher shall be given consideration to fill the position.

Metropolitan Toronto Separate/Séparées, 1981-82

8.10 a) If a position as principal or vice-principal, other than in a Catholic high school, becomes redundant, teachers such positions shall be demoted on the following basis:

i) the teacher whose total length of service in such position, together with, in the case of a vice-principal, any service as a principal with the Board, is the least shall be demoted to the next lower position of responsibility but if there is more than one having such least service, the teacher with the least seniority shall be demoted;

ii) for the purposes of this section, the next lower position of responsibility to principal is vice-principal and to vice-principal is teacher;

iii) if a redundant position is re-established, teachers shall be given priority to fill the position in reverse order to that in which they have been demoted.

North Shore RCSS/CESC, 1981-82

9:03 Teachers who hold positions of responsibility shall not be considered redundant or surplus when the overall number of teaching positions is reduced.

Stormont, Dundas & Glengarry RCSS/CESC, 1981-83

19.03 Exemptions:

Shall be exempted from the above redundancy provisions:

(a) The Principal and 50% of the teaching staff at the Child Development Centers;

(b) Directors and Coordinators of services shall be exempted for the duration of the term of the appointment.

Sudbury RCSS/CESC, 1981-83

7.02 Procedure for Staff Reduction

The following procedures will be used when a reduction of staff is necessary.

(1) This order shall be used in reducing staff:

a) Normal attrition

b) Teachers under probationary contracts

c) Teachers under permanent contracts

(i) Seniority with the Board will be the determining factor where in the reduction of Teachers under contract, skill, professional training and qualifications are satisfactory.

(ii) Seniority with this Board will be the determining factor where, in declaring a Principal's position redundant, skill, professional training and qualifications are deemed to be equal.

Wellington RCSS/CESC, 1981-82

3.06 REDUNDANCY

a) In the event that it becomes necessary to reduce the number of teachers employed by the Board, because of redundancy, the reduction shall be done in accordance with this Article.

b) Notwithstanding any other clause in this Article the Board may exempt any teacher from the provisions of this Article in order to safeguard programs provided that, in the opinion of the Board, that teacher cannot readily be replaced by an equally qualified member of the Branch Affiliates. The Board may also exempt any teacher who is in a position of responsibility and who is paid a responsibility allowance under Article 5.04.

c) Where the Board is considering the exemption of any teacher from the provisions of this Article, the Executive of the Branch Affiliate involved shall be so informed. At the request of the Executive, made within two weeks of receipt of the information, a meeting with a Board Committee shall be arranged to discuss the matter. Within two weeks from the date of the meeting, or where no meeting is held, within four weeks from the receipt of the information, the Executive may forward to the Board its comments or recommendations which the Board, before making a final decision, shall consider.

Brant Elementary/Elémentaire 1980-82

ARTICLE XVII (ii) - SURPLUS, REDUNDANCY AND TRANSFER PROCEDURES
Principals & Vice-Principals

17.09 Definitions

(a) Surplus Principal - is a principal for whom there is no position available as principal in the elementary school system.

(b) Surplus Vice-Principal - is a vice-principal for whom there is no position as vice-principal available in the elementary school system.

17.10 Formation of Seniority Lists

(a) By January 31st in each year, the Board will prepare, publish and deliver a current seniority list of all elementary school principals to all elementary school principals and the Presidents of the Branch Affiliates.

(b) By January 31st in each year, the Board will prepare, publish and deliver a current seniority list of all elementary school vice-principals to all elementary school vice-principals and the Presidents of the Branch Affiliates.

(c) The Seniority Lists in 17.10(a) will be prepared according to the following criteria, with the principal with the greatest number of years experience listed as number one and the principal with the least number of years experience listed last:

(1) The number of years and/or part years of experience as an elementary principal (including acting elementary principal) with The Brant County Board of Education, or its predecessors, calculated from the commencement of employment as a principal.

(2) Where principals have the same seniority after criterion (1), the principal with the greatest total number of years experience as a principal (or acting principal) in Ontario will be deemed to have the greatest seniority.

(3) Where principals have the same seniority after criterion (2), the principal with the greatest total number of years experience as a vice-principal (or acting vice-principal) with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(4) Where principals have the same seniority after criterion (3), the principal with the greatest total number of years experience as a vice-principal (or acting vice-principal) in Ontario shall be deemed to have the greatest seniority.

(5) Where principals have the same seniority after criterion (4), the principal with the greatest total number of years experience in teaching and administration with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(6) Where principals have the same seniority after criterion (5), the principal with the greatest total number of years experience in teaching and administration in Ontario shall be deemed to have the greatest seniority.

(7) Where principals have the same seniority after criterion (6), the principal with the greatest total number of years teaching experience in in any jurisdiction shall be deemed to have the greatest seniority.

(d) The Seniority Lists in 17.10(b) will be prepared according to the following criteria, with the vice-principal and the greatest number of years experience listed as number one and the vice-principal with the least number of years experience listed last:

(1) The number of years and/or part years of experience as an elementary principal or vice-principal (including acting principal or vice-principal) with The Brant County Board of Education, or its predecessors, calculated from the commencement of employment as a principal or vice-principal.

(2) Where vice-principals have the same seniority after criterion (1), the vice-principal with the greatest total number of years experience as a vice-principal (principal or acting vice-principal with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(3) Where vice-principals have the same seniority after criterion (2), the vice-principal with the greatest total number of years experience as a vice-principal (principal or acting vice-principal) in Ontario shall be deemed to have the greatest seniority.

(4) Where vice-principals have the same seniority after criterion (3) the vice-principal with the greatest total number of years experience in teaching and administration with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(5) Where vice-principals have the same seniority after criterion (4), the vice-principal with the greatest total number of years experience in teaching and administration in Ontario shall be deemed to have the greatest seniority.

(6) Where vice-principals have the same seniority after criterion (5), the vice-principal with the greatest total number of years teaching experience in any jurisdiction shall be deemed to have the greatest seniority.

17.14 Provisions for Surplus Principals & Vice-Principals

(a) Principals who have been declared surplus will be re-assigned to the position of principal in order of seniority i.e. the surplus principal with the greatest seniority will be re-assigned first, etc.

(b) Vice-principals who have been declared surplus will be re-assigned to the position of vice-principal in order of seniority.

(c) The principal who has been declared surplus and has been assigned to the position of vice-principal will retain his/her salary position on the Salary Schedule for one year; thereafter, he/she will receive the salary for the new position held.

(d) The vice-principal who has been declared surplus and has been assigned to a new position will retain his/her salary position on the Salary Schedule for one year; thereafter, he/she will receive the salary for the position which he/she holds.

Lambton Elementary/Elémentaire 1981-83

7. When a reduction of Principals is required:

(a) Principals will be placed on a Principals' seniority list to be prepared by the Board taking into account their length of appointment to the position with the Board or its predecessors;

(b) the following criteria are to be used in this order as tie breakers:

i) length of appointment as an Elementary Vice-Principal with the Board or its predcessors,

ii) length of appointment to another elementary position of added responsibility with the Board or its predecessors,

iii) length of time in a position of added responsibility with another Board,

iv) length of appointment as an elementary teacher with the Board of its predecessors,

v) follow Board policy B-R663-79 for further tie breakers;

(c) a Principal who is declared surplus will be assigned, after consultation, to a position of Vice-Principal or similar position of added responsibility.

(d) a Principal who assumes a position as Vice-Principal, for reasons of redundancy, shall replace the last appointed Vice-Principal, if no open Vice-Principal position exists; and will receive the maximum of the Vice-Principal's responsibility allowance.

(e) transfers may be arranged to make the best possible placement of the Principal who is to return to a Vice-Principal's position. (The least senior Principal is to effectively replace the least senior Vice-Principal, but not necessarily or even probably, as a direct replacement);

(f) prior to August 31 in the year in which the reduction in responsibility takes place, if an opening occurs at the Principals' level of responsibility of the redundant Principals will be returned to that level automatically;

(g) if a Principalship becomes open after September 1 of that school year, a redundant Principal is an eligible candidate for such a position, but does not assume it automatically;

(h) a Principal reduced to a Vice-Principal cannot be, in turn, reduced to the role of teacher solely by reason of redundancy. (i.e., super-seniority over other Vice-Principals);

(i) Principals' positions which become open after September 1 of that school year may be filled by appointment, on an acting basis, until June 30 of the same school year. The position will become open for competition for September of the next succeeding year.

Niagara South Elementary/Elémentaire, 1981-82

ARTICLE 23 SURPLUS POSITIONS OF RESPONSIBILITY

23.01 The Board Policy entitled "Surplus Positions of Responsibility" shall be in effect during the term of this Agreement. No changes shall occur in this Policy except by the mutual consent of the Parties to this Agreement.

STATEMENT OF POLICY:

It shall be the policy of the Board to declare Elementary School Principals, including Principals of Schools for the Trainable Mentally Retarded, surplus in the manner as outlined in the Administrative Regulations.

ADMINISTRATIVE REGULATIONS:

1. For the purposes of this policy, a surplus principal or vice-principal shall be defined as a principal or vice-principal for whom there is no principalship or vice-principalship available in the jurisdiction.

2. For the purposes of this policy, a probationary principal or vice-principal shall be defined as a principal or vice-principal who has not completed the required probationary period and/or has not been confirmed in his/her position of responsibility by the Board of Education. A permanent principal or vice-principal shall be defined as a principal or vice-principal who has satisfactorily completed his/her probationary period and has been confirmed in the position of responsibility.

3. Elementary principals and principals of Schools for the Trainable Mentally Retarded shall be declared surplus on the basis of least seniority as a principal. Seniority shall be defined on the basis of continuous service in the position within Niagara South.

4. Only principals who are qualified, deemed to be qualified, or presently eligible to become qualified, shall remain on the seniority list.

5. Principalships that are made available due to surplus which require special certification shall be posted for all remaining principals who have not been declared surplus. In the event that there are not qualified and/or suitable applicants for the positions requiring special qualifications, then the number of principals to be declared surplus shall be increased to allow for protection of principals who hold special qualifications.

ADMINISTRATIVE REGULATIONS: (cont'd)

Probationary Vice-Principals

6. Probationary vice-principals within Niagara South as of June 30, 1981, shall be returned to full-time classroom duties for September 1981, and they shall be afforded the following guarantees:

   a) the responsibility allowance as a vice-principal shall be maintained for a period of one year,

   b) recall to vacant vice-principalships on the basis of seniority as a vice-principal for a three-year period, subject to a satisfactory evaluation and subject to prior placement of permanent and then probationary principals,

   c) In the event of ties in seniority upon re-appointment to vice-principalships as they become available, placement shall be made upon recommendation of the Administrative Council and approval of the Board,

   d) in the event that a probationary vice-principal who has been declared surplus is re-appointed to a vice-principalship during the recall period, he/she shall complete the normal two-year probationary period plus an additional probationary year.

Probationary Principals

7. The probationary principals within Niagara South as of June 30, 1981, shall be placed in the positions of the aforementioned probationary vice-principals for September, 1981, subject to the provisions of the Collective Agreement and they shall be afforded the following guarantees:

   a) the responsibility allowance as a principal shall be maintained for a period of one year,

   b) during the second and subsequent years, they shall receive all the rights and benefits of a vice-principal,

   c) that permanent vice-principals shall be considered for future surplus declaration if necessary, prior to probationary principals who have been placed in the role of vice-principal,

   d) recall to vacant principalships on the basis of seniority as a principal for a five-year period, subject to prior placement of permanent principals,

e) in the event of ties in seniority upon re-appointment to principalships as they become available, placement shall be made upon recommendation of the Administrative Council and approval of the Board,

f) previous seniority as a principal shall be maintained but no seniority as principal shall be accumulated while in the position of vice-principal,

g) in the event that a probationary principal who has been declared surplus, is re-appointed to a principalship during the recall period, he/she shall complete the normal two-year probationary period plus an additional probationary year.

Permanent Principals

8. The least senior permanent principals shall be declared surplus according to the need for principalships within Niagara South and the surplus principals shall be afforded the following guarantees:

a) surplus permanent principals shall be placed in newly created positions as "Associate Principal" in appropriate schools or given such other duties as recommended by the Administrative Council and approved by the Board,

b) the responsibility allowance as a principal shall be maintained for a period of one year,

c) during the second and subsequent years, the allowance of associate principals shall be "red-circled" but such allowance shall not fall below that of a vice-principal's maximum allowance,

d) associate principals shall receive relief time equivalent to that of a vice-principal if assigned school responsibilities,

e) recall to vacant principalships on the basis of seniority as a principal for a six-year period,

f) previous seniority as a principal shall be maintained but no seniority as principal shall be accumulated while in the position of associate principal,

g) in the event that a permanent principal who has been delcared surplus, is re-appointed to a principalship during the recall period, he/she shall complete an additional probationary year if he/she has not served in the role of principal for three or more years.

Associate Principalships

9. All newly created associate principalships or other similar positions approved by the Board, shall be posted for permanent principals who have not been delcared surplus. In the event that a permanent principal who is not surplus is successful in attaining such a position, the most senior of surplus permanent principals shall be placed in a principalship.

10. Permanent principals, upon application to an associate principalship, shall state the duration of appointment for which they are applying.

11. Permanent principals shall accumulate seniority while in the possition of associate principal or such positions of responsibility as approved by the Board.

12. Surplus permanent principals who attain the position of principal due to the successful application of a permanent principal to an associate principalship, shall receive full allowance as a principal and accumulate seniority of a principal while in that position.

13. Surplus permanent principals who have attained a principalship and are returned to the status of associate principal, shall be placed, for salary purposes, as if they has been an associate principal from the time of surplus declaration.

Peel Elementary/Elémentarie 1980-83

ARTICLE XIX: PRINCIPAL/VICE-PRINCIPAL TRANSFER/SURPLUS POLICY FOR ELEMENTARY SCHOOLS

19.01 For the purpose of seniority, experience gained as an Acting Principal/Acting Vice-Principal with the Board shall be counted once the position of Principal or Vice-Principal is confirmed.

19.02 Principals:

a) seniority shall be ranked in order highest to lowest based on the number resulting from the sum of the following:

i) total years experience as a Principal with the Board x 1

ii) total years experience as a Vice-Principal with the Board x .6

iii) total years experience as a Principal with another Board in Ontario x .5

iv) total years experience as a Vice-Principal with another board in Ontario x .25

and where (a) is equal,

b) the number of years of other related experience with this Board, and where (a) and (b) are equal,

c) as per the Regional Seniority List in 18.01.

19.03 Vice-Principals:

a) seniority shall be determined according to years of continuous employment in the position of elementary school Vice-Principal or Principal with the Board and where (a) is equal,

b) as per the Regional Seniority List in 18.01.

19.04 Principals will be declared excess in order of seniority as per 19.02.

19.05 A Principal who is declared excess will be assigned to another administrative position or to a position as Vice-Principal of a school for one year. Thereafter, if the Principal has not been reinstated he/she shall take his/her position on the Vice-Principal's Seniority List in accordance with the criteria for that list and the same provisions shall apply to him/her as apply to a Vice-Principal mutatis mutandi.

19.06 Should a position for the Principal of a School become vacant during the twelve (12) months following a declaration of a Principal excess, the position will be offered in order of seniority to the Principal who is declared excess.

19.07 A Principal who has been declared excess and who has been offered a position in writing as Principal of a school as per 19.06 by the Superintendent of Academic Affairs, shall have three (3) school days exclusive of the day he/she was notified to accept or reject the position.

19.08 A Principal who has been declared excess shall forfeit his/her right of recall after twelve (12) months or after the rejection of a position as Principal of a school whichever is the lesser.

19.09 A Principal who has been declared to be excess and who has not been offered an equivalent position within twelve months of such declaration shall have his/her salary frozen as at the time of such declaration and the salary shall remain frozen until such time as the normal salary for the position he/she is holding with the Board is equal to or greater than the salary which the Principal is receiving.

19.10 The salary of a Principal who has been declared excess and who has declined the offer of a position as a Principal of a school will immediately upon the declination of the position revert to the normal salary for the posision he/she is then holding.

19.11 Vice-Principals will be declared excess in order of seniority, as per 19.03.

19.12 Should a position for a Vice-Principal of a school become vacant during the twelve months following the declaration of a Vice-Principal excess, the position will be offered in order of seniority to the Vice-Principal who is declared excess.

19.13 A Vice-Principal who has been declared excess and has been offered a position in writing as per 19.02 by the Superintendent of Academic Affairs shall have three (3) school days exclusive of the day he/she was notified to accept or reject the position.

19.14 A Vice-Principal who has been declared excess shall forfeit his/her right of recall after twelve (12) months or after the rejection of a position as Vice-Principal of a school whichever is the lesser.

19.15 A Vice-Principal declared to be excess shall either be assigned another administrative position or if not so assigned shall take a teaching position.

19.16 A Vice-Principal who has been declared to be excess and to whom an equivalent position has not been made within twelve (12) months of such declaration shall have his/her salary frozen at the time of such declaration until such time as the normal salary for the position he/she is holding with the Board is equal to or greater than the salary which the Vice-Principal is receiving.

19.07 The salary of a Vice-Principal who has been declared excess and who has declined the offer of a position as a Vice-Principal of a school will immediately upon the declination of the offer of a Vice-Principalship revert to the normal salary for the position he/she is then currently holding.

Stormont Elementary/Elémentaire 1981-82

ARTICLE XXI - SURPLUS PRINCIPALS AND VICE-PRINCIPALS

21:01 For the purpose of this Article, the positions of Principals and Vice-Principals shall be deemed Positions of Responsibility.

21:02 When a school or schools are closed, or a Position of Responsibility is eliminated due to decreasing enrolment, those occupying Positions of Responsibility shall be declared surplus.

21:03 Where individuals occupying Positions of Responsibility are declared surplus, the Board will endeavour to place such persons in a comparable Position of Responsibility if available.

21:04 (a) Where the Board is unable to place an individual surplus to a Position of Responsibility in a comparable Position of Responsibility, he will replace, if qualified, the individual with the least seniority in a position of responsibility. If the surplus individual is not qualified, the next in the agreed order shall be declared surplus and be replaced by the surplus individual. The individual replaced shall be returned to a regular classroom position in accordance with the provisions of Article XXI.

(b) In the event of a tie in determining seniority in Positions of Responsibility, the procedures of Article 20:04 (a) shall apply.

21:05 Where an individual occupying a Position of Responsibility is assigned to a regular classroom teaching position, he shall be paid (i) for the next year following, in addition to his salary as a regular classroom teacher, an allowance equal to the flat allowance paid as Principal or Vice-Principal in the current year; (ii) for the second year next following the salary of a regular classroom teacher.

21:06 a) Where an individual occupying a Position of Responsibility is assigned to a comparable position he shall be paid the allowance for that position.

b) Where the allowance for a comparable position is less than the allowance presently received by the individual, the individual shall receive a Responsibility Allowance as follows:

i) for the first (1st) year he occupies the new Position of Responsibility the full allowance received in the previous year, had he not been transferred;

ii) for the second (2nd) year he occupies the new Position of Responsibility, one half (½) of the difference between the allowance as set out in 8:04 (i) and the allowance as calculated in accordance with 8:01 (a) of the Collective Agreement.

West Parry Sound Elementary/Elémentaire, 1981-83

ARTICLE XXII - PRINCIPAL AND VICE-PRINCIPAL SENIORITY AND REDUNDANCY

22.01 After May 1 of any year there will be no reduction in the number of positions of principal and vice-principal in the system for the succeeding school year, except where a resignation is received from a principal or vice-principal on or after April 1 immediately preceeding the May 1 date.

22.02 a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal with the West Parry Sound Board of Education or its predecessors, except as provided for in 22.02 (b).

b) Notwithstanding the order outlined in 22.02 (a), where, in the opinion of the Director of Education, compliance with the order of (a) as it applies to a particular principal would result in the termination or deterioration of a program in the school to which the principal was assigned because of special personal or professional qualifications, that principal may be excluded from consideration.

c) Seniority in the position of principal with the West Parry Sound Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority in the position, the Director of Education shall determine who shall be declared surplus. Some of the criteria he may consider are:

i) Vice-principalship experience
ii) Qualifications - graduate and post-graduate degrees, Principal's Certificate, etc.
iii) Years of continuous service with the West Parry Sound Board of Education and its predecessor boards.
iv) Total years of teaching experience.

22.03 If the closing of a school within fifteen (15) miles of Parry Sound results in a principal being surplus to that area, and the vacancy, because of a principal being declared redundant, is in Britt, MacTier, or Whitestone, then the principal with the least seniority in the school within fifteen (15) miles of Parry Sound will be transferred to the outlying school (i.e. Britt, MacTier, or Whitestone) with the vacancy, and the original surplus principal will become principal of the newly vacated school or of a school within the 15 mile radius, as designated by the Director.

22.04 A principal declared redundant shall be offered a position as vice-principal at a school where a vice-principal exists.

22.05 Clauses 22.03 and 22.04 above notwithstanding, the surplus principal or the principal to be moved to an outlying school shall have, in the order stated above, the opportunity of selecting a move to a vice-principalship. Under this clause, he will be the redundant principal.

22.06 a) Principals who have been declared redundant shall be listed in order of seniority as principal in accordance clause 22.02 (c) above.

b) When a vacancy for a principal occurs, the Board shall:

i) offer the position to the principal on the redundancy list with the most seniority as per 22.06 (a),

or

ii) transfer principals and offer the resultant vacancy to the principal referred to in 22.06 (b) (i),

c) If, in the opinion of the Director of Education, compliance with 22.06 (b) (i) or (ii) would result in the termination or deterioration of a program in the school where the vacancy is, the Board may:

i) offer the position to another principal on the redundancy list,

or

accept application for the position

d) Principals shall remain on the list until such time as they are re-assigned to, or refuse to accept a position as principal, but limited to a maximum period of five years. Nothing shall preclude them from applying after this time limit, should a principalship become available.

e) Principals who move to a vice-principalship shall maintain their seniority as principals but no seniority as principal shall accumulate while they are vice-principals.

22.07 a) Where there are more vice-principals that there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of principal and/or vice-principal with the West Parry Sound Board of Education.

b) Vice-Principals who have been declared surplus will be listed in order of their seniority in the position of principal and/or vice-principal with the West Parry Sound Board of Education and future vacancies will be filled from this list, in the reverse order in which

they were declared surplus, without the necessity of the applicant re-applying.

c) Vice-principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as vice-principal, but limited to a maximum period of 5 years. Nothing shall preclude them from applying after the time limit should a vice-principalship become available.

d) In, in the opinion of the Director of Education, compliance with 22.07 (a) or (b) would result in the termination or deterioration of a program in the school where the vacancy is, the Board may:

i) offer the position to another vice-principal on the redundancy list,

or

ii) accept applications for the position.

22.08 A principal or a vice-principal declared redundant may request reconsideration from the Director of Education if the principal or vice-principal feels he/she has more experience than, and equal qualifications to, a principal or vice-principal who has been made exempt from being declared redundant under clause 22.02 (b), or 22.07 (d). to be eligible for reconsideration, the principal or vice-principal must make written request to the Director within five days of receipt of notice re redundancy from the Director, and reconsideration will occur within ten days of receipt of this request, notwithstanding the May 1 date of 22.01.

A principal or vice-principal at the head of the respective redundancy lists who is overlooked for reassignment because of clause 22.06 (c) or clause 22.07 (d), will have the same right for reconsideration under the same terms as principals and vice-principals declared redundant under 22.02 (b) or 22.07 (d).

22.09 Nothing in the above shall preclude the Board's right to move non-surplus principals among the schools within a 15 mile radius of Parry Sound.

Windsor Elementary/Elémentaire, 1979-82

ARTICLE XIX

RESPONSIBILITY POSITIONS

19.03 On or before April 30 each year, the number of positions of principal and vice-principal to be appointed for the school year shall be determined in accordance with 19.01 and 19.02. After April 30, there shall be no additions or delections in the number of positions to be filled during the next school year.

19.04 (a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

(b) A principal who is declared surplus will be assigned to a position of vice-principal.

(c) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of principal and/or vice-principal.

(d) A vice-principal who is declared surplus will be reassigned by the Superintendent of Operations, after consultation with the appropriate Area Superintendent and the Vice-principal, to a position which has been declared vacant.

(e) Seniority in the present position with the Windsor Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority the criteria in Section 15.03 will apply.

(f) Principals and vice-principals who have been declared surplus will be listed in order of their seniority in the responsibility position as outlined in Section 5 and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as a Principal. Vice-principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as a Vice-principal.

(g) Any reduction in salary resulting from a change of position due to redundancy shall be limited to one half (½) of the difference but in any case not more than $2,000.00 per year until the person's salary applicable to the new position is reached.

Lincoln Secondary/Secondaire, 1981-82

Section C - Placement of Staff in Positions of Responsibility

.01 a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

b) A principal who is declared surplus will be assigned by the Superintendent of Operations to a position of vice-principal.

.02 a) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of vice-principal.

b) A vice-principal who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, subject to being qualified.

.03 a) Where there are more deans than there are available positions for deans, deans will be declared surplus.

b) A dean who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, subject to being qualified.

.04 A consultant who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, or a position similar to the one held prior to being appointed a consultant, subject to being qualified.

.05 A co-ordinator who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, or a position similar to the one held prior to being appointed co-ordinator, subject to being qualified.

.06 A counsellor who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head or a position similar to the one held prior to being appointed a counsellor, subject to being qualified.

School Closing (.07, .08, .09, .10 applicable to staffing that year only):

.07 a) When there are more department heads in a given subject area than there are available positions department heads will be declared surplus in order of least seniority in the position of department head in the same subject area.

b) A department head who is declared surplus will be assigned by the Superintendent of Operations to a position of assistant department head, if such a position exists.

.08 a) When there are more assistant department heads in a given subject area than there are available positions, assistant department heads will be declared surplus in order of least seniority in the position of assistant department head in the same subject area.

b) An assistant department head who is declared surplus will be assigned to a position at least equal to the position from which he was promoted, subject to Section A and B.

.09 i Seniority in a Position of Responsibility shall be based upon the date when the appointment by the Board became effective. In cases where seniority is equal, Section 12A will be used to provide a tie-breaker.

ii In the case of a teacher in any Position of Responsibility within the bargaining unit as defined in Article 8 who either requests or is required to move to a lesser Position of Responsibility, that teacher shall for the purposes of this Section 12C be credited with seniority in the lesser Position of Responsibility for all continuous years of experience in Positions of Responsibility equal to or higher than the lesser Position of Responsibility into which the teacher moves.

iii Teachers who have been declared surplus in a Position of Responsibility and have moved into a lesser Position of Responsibility will be designated the most senior person in the lesser Position of Responsibility, unless there are teachers in the lesser Position of Responsibility who moved there by way of transfer pursuant to sub-paragraph (ii) above. In such cases, seniority in the previous position will then apply for the ordering of seniority.

.10 Teachers who have been declared surplus in the Position of Responsibility will be listed in order of their seniority in the responsibility position and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Teachers shall remain on the list until such time as they are re-assigned or refuse to accept a Position of Responsibility for which they are qualified.

.11 Any reduction in salary resulting from a change of position due to redundancy shall be limited to one-half (½) of the difference but in any case the reduction shall not be more than $2,000. per year until the person's salary applicable to the new position is reached.

London Secondary/Secondaire, 1980-82

12.6 Declaration of surplus - Position of Responsibility

12.6.1 Teachers holding a position of responsibility shall be declared unplaced or surplus in that position of responsibility according to the subject area or service in which they are appointed. The order for declaring surplus is:

a) persons acting administrative appointments,
b) persons acting appointments,
c) persons in interim appointments,
d) person in permanent appointments,

12.6.2 In the case of equivalence of appointment the order shall be:

a) the effective date of appointment,
b) given equivalence in (a) the order of standing in the competition for the appointment,
c) for those persons appointed prior to the system-wide promotional competitions, the order shall be determined by the Superintendent of Operations.

12.6.3 A teacher declared surplus in a position of responsibility shall be offered a position in the next lower level of responsibility and adjustments made in that complement accordingly.

12.6.4 Notwithstaning the provisions of the Section, a person (a) who held a position of responsibility which was declared redundant within the immediately preceding two academic years, and (b) who was appointed to a lesser position shall be reappointed to the position previously held provided

a) an opening occurs at the level and position vacant,
b) the said person was performing at a highly satisfactory or satisfactory level in the previous position, as confirmed by his most recent evaluation,
c) the said person is performing at a highly satisfactory or satisfactory level in the position presently held, verified by a statement from his immediate superior.

When two or more persons are eligible for reappointment such persons shall be considered in the same order as the original appointment or completion list.

Peel Secondary/Secondaire, 1981-83

13.09 POSITIONS OF RESPONSIBILITY

a) i) When there are more principals than there are available positions for Principals, Principals will be declared surplus to positions in order of least seniority in accordance with (ii) below.

ii) Seniority shall be determined as follows:

a) aggregate length of experience as a secondary school Principal in Peel, and if this is equal;

b) total years of secondary experience (no grandfathered elementary experience) in Peel, and if this is equal;

c) by lot.

iii) A displaced Principal shall continue to be paid as a Principal for one year and have first rights of recall for that year in reverse order of displacement

b) i) When there are more Vice-Principals than there are available positions for Vice-Principals, Vice-Principals will be declared surplus to position in order of least seniority in accordance with (ii) below.

ii) Seniority shall be determined as follows:

a) aggregate length of experience as a secondary school Vice-Principal in Peel, and if this is equal;
b) total years of secondary experience (no grandfathered elementary experience) in Peel, and if this is equal;
c) by lot.

iii) Principals displaced to Vice-Principal status shall be considered senior to all Vice-Principals and junior only to any subsequent Principal who is displaced to Vice-Principal status.

iv) A displaced Vice-Principal shall continue to be paid as a Vice-Principal for one year and have first rights of recall for that year in reverse order of displacement.

c) i) When there are more Department Heads than there are available positions for Department Heads in a subject area, Department Heads in that subject area will be declared surplus to position in order of least seniority in accordance with (ii) below.

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ii) If a Vice-Principal moves into a Headship, which position is a Minor Headship, the position becomes a Major Headship for that person only.

iii) Where a Vice-Principal is qualified in more than one subjct area, he shall revert to the previously specified subject area in which he specialized immediately prior to becoming a Vice-Principal.

f) In the event there is an excess Department Head he shall displace the least senior Department Head in his subject area. That Department Head shall displace the Assistant Head in his school if such a position is available in the subject area. If no such position is available, the excess Department Head shall become a Teacher in the same school. If such a position is not available he shall be considered Excess to School.

g) The following rights shall accrue to the displaced Department Head:

i) he shall have first priority to recall, for one year, to the first available Headship in the subject area in which he was previously Head. If more than one Department Head is a given subjet is displaced, they shall be recalled in the order of displacement and if that is tied in order of regional seniority as defined in Article 13.03.

ii) where his remains in the same school he shall be exempt from the Surplus to Region List and Excess to school list for one year.

iii) He shall retain his allowance for one year.

Notwithstanding the above, upon refusal of an offer of a position at the former level, he shall immediately revert to the salary of the current position.

h) In the event there is an excess Assistant Head he shall become a Teacher in the same school, provided he has sufficient seniority not to be Excess to School. The following rights shall accrue to the displaced Assistant Head:

i) he shall have priority to recall, for one year, to the first available Assistant Headship in the subject in which he was previously Assistant Head. If more than one Assistant Department Head is a given subject is displaced they shall be recalled in order of displacement and, if that is tied, in order of regional seniority as defined in Article 13.03.

ii) he shall retain his allowance for one year.

Notwithstanding the above, upon refusal of an offer of a position at the former level, he shall immendiately revert to the salary of the current position.

i) Acting Positions

i) Any Teacher holding a Position of Responsibility who goes on leave or takes an alternate assignment for two years or less shall return to the former position at the end of the leave or other assignment unless displaced by the procedures above.

ii) While such a Teacher is on leave or in the alternate assignment, his position will be filled by another Teacher on an acting appointment.

iii) A Teacher in an acting Position of Responsibility will remain on the School Staff of his former school and will for the purposes of this Article not be a member of the School Staff where he holds the acting appointment.

iv) A Teacher in an acting Position of Responsibility will simultaneously accrue seniority both at his former level and at the acting level; the latter will only be of eventual use should he subsequently obtain a regular appointment at that level.

v) Should a Teacher holding a Position of Responsibility go on leave or take an alternate assignment of more than two years he shall lose his rights to return to that school and will be placed back in the system at his former level displacing the junior Teacher in the system at that level. A Teacher in an acting position shall assume the position on a regular basis in the event that the Teacher he is replacing has not returned from leave or an alternate assignment after two years.

vi) a) If a vacant position of responsibility occurs or persists after June 10, it shall be filled by September 1st for the ensuing school year by the most appropriate qualified applicant within the school on an acting basis for that school year. The position will be advertised for the following school year during the normal hiring period.

b) If a vacant position of responsibility persists after September 1st it shall be filled within 6 weeks for the balance of the school year by the most appropriately qualified applicant within

the school on an acting basis for that school year. The position will be advertised for the following school year during the normal hiring period.

j) Term Appointments - Teachers filling Term Appointments shall accrue seniority at the level held prior to the term appointment. Upon return to a school, such a Teacher shall not retain the allowance of the Term Appointment.

k) i) When there are more Co-ordinators than there are positions for Co-ordinators, Co-ordinators will be declared excess and returned to the system as Department Heads.

ii) Co-ordinators displaced to Department Head status shall be considered senior to all Department Heads in the subject area in which the Teacher specialized immediately prior to becoming a Co-ordinator and junior only to any subsequent Co-ordinator or Vice-Principal who is displaced to Department Head status.

iii) a) The excess Co-ordinator shall displace the most junior Department Head in the Teacher's subject area within the Region.

b) If a Co-ordinator moves into a Headship, which position is a Minor Headship, the position becomes a Major Headship for that person only.

c) Where a Co-ordinator is qualified in more than one subject area, the Teacher shall revert to a Headship in the subject area in which the Teacher specialized immediately prior to becoming a Co-ordinator.

l) Notwithstanding 13.09 (a) to (k) above, should a Teacher be demoted by the Board or seek demotion, any years of experience in a position above the Teachers' new position shall be counted as years of service in that new position. Teachers demoted by the Board have no right to the former allowance. Teachers who seek demotion may be eligible for payment under Article 5.09.

m) Department Heads or Assistant Department Heads wishing to relinquish a position of responsibility must give notice to the Principal prior to the principal determining the organization for the following year. Should the Teacher relinquish the position after this date, the Teachers shall become Excess to School or after the Administrative Transfer date Surplus to Region if a vacancy in the school organization does not exist.

Sudbury Secondary/Secondaire, 1981-82

ARTICLE XXII - REDEPLOYMENT OF STAFF DUE TO CLOSING OF SCHOOLS

22.01 (a) A minimum of 6-months notice from the date concern is expressed about the closing of a school and immediate notification following a decision relating to the closing of a school will be given to the Branch Affiliates of the intention of the Board to designate a school for closure.

(b) Complying with Article XVI:

i) the determination of possible surplus staff in the receiving school(s) as per Article XVI shall be made without considering the transferred students as part of the enrolment of that school;

ii) this is to ensure that as many as possible of the staff from the school to be closed will have positions available in the receiving school(s).

(c) Transfers will take place as per Article XVI but the staff of the closing school will have first right to positions available in those schools receiving the major portion of the students from the closing school, taking into account program viability in the school. This would not include the transfer to a position of responsibility if this would result in a promotion or an increase in the designation of the present position of responsibility.

(d) The responsibility allowances of those staff in the closing school will be maintained for a period of two years.

(e) In the case of a school closing, Principals and Vice-Principals shall be dealt with in accordance with 8.02(d).

8.02 Classification of Schools

NOTE: For September 1, 1981, incumbents in the position of Administrative Assistant during 1980-81 shall become Vice-Principal in 'A' schools and shall receive the minimum salary for 'A' Vice-Principal as set out in 6.01 (c). Persons so appointed, if not already qualified, shall become qualified by August 31, 1983. These appointments shall not have the effect of increasing the number of staff provided for by the application of the formulae in clause 14.01.

d) In the case of positions eliminated by declining enrolment, including closing of schools, the following procedures shall apply to Principals and Vice-Principals:

1) The Principal or Vice-Principal will have first right of refusal to an available equivalent administrative position or an available position of responsibility for which he is qualified. Such right shall be extended until the end of the next academic year. Beyond that year, the Principal or Vice-Principal has no further right of refusal and will be placed on the Seniority List and will be subject to the provisions of Article 16 and 17 of the Collective Agreement.

2) If the equivalent administrative position or position of responsibility is not available, the Principal or Vice-Principal will be placed on the Seniority List and will be subject to the provisions of Article 16 of the Collective Agreement. In such circumstances, the Principal or Vice-Principal retains his/her right under #1 above.

3) When an equivalent administrative position is offered and refused, the right of Principal or Vice-Principal in #1 above is terminated. He or she will be placed on the Seniority List and will be subject to the provisions of Article 16 of the Collective Agreement.

4) Whether a position of responsibility is accepted or refused by the Principal or Vice-Principal, he/she will maintain the right as outlined in #1 above.

5) The salaries of the Principal and Vice-Principal shall be red-circled until equalled or exceeded by the position on the grid providing the individual remains in the Board's employ.

Windsor Secondary/Secondaire, 1981-84

ARTICLE XII - PLACEMENT OF SURPLUS TEACHERS IN POSITIONS OF RESPONSIBILITY

12.01 (a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

(b) A principal who is declared surplus will be assigned to a position of vice-principal.

12.02 (a) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of vice-principal.

(b) A vice-principal who is declared surplus will be reassigned by the Superintendent of Operations to the position most recently held by that vice-principal:

12.03 (a) Where there are more coordinators in a given subject area than there are positions, co-ordinators will be declares surplus in order of least seniority in the position of coordinator in the same subject area.

(b) A coordinator who is declared surplus will be reassigned by the Superintendent of Operations to the position of a consultant in the same subject area if it exists or to the previous position most recently held by that co-ordinator.

12.04 (a) Where there are more consultants in a given subject area that there are positions, consultants will be declared surplus in order of least seniority in the position of consultant in the same subject area.

(b) A consultant who is declared surplus will be reassigned by the Superintendent of Operations to the previous position most recently held by that consultant.

12.04 (a) Where there are more directors in a given subject area than there are positions, directors will be declared surplus in order of least seniority in the position of director in the same subject area.

(b) A director who is declared surplus will be reassigned by the Superintendent of Operations to one of the following positions in order of priority if such positions exists in the same subject area: Department Head
Assistant Director
Assistant Department Head

Education Relations Commission
Ontario

12.06 (a) Where there are more department heads in a given subject area than there are available positions, department heads will be declared surplus in order of least seniority in the position of department head in the same subject area.

(b) A department head who is declared surplus will be assigned by the Superintendent of Operations to one of the following positions in order of priority if such position exists in the same subject area: Assistant Director
Assistant Department Head

12.07 (a) Where there are more assistant directors in a given subject area than there are positions, assistant directors will be declared surplus in order of least seniority in the position of assistant director in the same subject area.

(b) An assistant director who is declared surplus will be assigned to a position of an assistant department head if such position exists or to the position most previously held by that assistant director.

12.08 (a) Where there are more assistant department heads in a given subject area than there are positions, assistant department heads will be declared surplus in order of least seniority in the position of assistant department head in the same subject area.

(b) An assistant department head who is declared surplus will be assigned to a position at least equal to the position from which he was promoted subject to Articles IX and XI.

12.09 Teachers, who have been declared surplus in a position of responsibility and have moved into a lower position of responsibility, will be at the top of the seniority list in the new position of responsibility.

12.10 (a) Seniority in the present position with the Windsor Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority in the present position, Article IX shall be used to provide a tie-breaker.

(b) Teachers in a position of responsibility who have been declared surplus will be listed in order of their seniority in the responsibility position and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Teachers shall remain on the list until such time as then are reassigned or refuse to accept a position at least at the same reponsibility level as the one from which they were declared surplus.

(c) Any reduction in salary or allowance resulting from a change of position to surplus to a position of responsibility shall be limited to one-half (½) of the difference but in any case not more than $2,000. per year until the person's salary applicable to the new position is reached.

Carleton RCSS (O.E.C.T.A.)/C.E.S.C., 1981-83

3:12 - Redundancy (Principals)

In the event that a surplus of principals occurs due to the twinning or closure of schools or other change in the organization of the Board, reduction of the staff of principals shall be implemented in the following manner:

A) Every effort shall be made to absorb the surplus of principals and/or reduce staff of principals through the process of attrition as a result of normal resignation, retirements and/or leaves of absence.

B) No new principal shall be hired until every effort has been made to place all principals who have been declared surplus as a principal.

C) In accordance with the preamble, where a surplus exists after all efforts have been made in accordance with A) above, reduction shall be accomplished in the following order of priority:

i) total experience with the Board as a principal;

ii) in the event that a surplus occurs and the criterion above is considered equal, the basis of retention in the position of principal shall be:

a) total experience as a principal;

b) total experience with the Board while employed on a probationary or permanent teachers contract;

c) total teaching experience in Ontario;

d) total teaching experience recognized for salary purposes;

e) category placement as defined by Article 4:00, priority being given to higher categories.

NOTE:

1. In all cases, criterion b) shall be used as a criterion for retention only if criterion a) is considered equal; criterion c) shall be used for retention only if criteria a) and b) are considered equal; criterion d) shall be used for retention only if criteria a), b), c) and d) are considered equal; criterion e) shall be used for retention only if criteria a), b), and d) are considered equal.

2. Experience with the Board in this article refers to experience in the English Sector.

iii) In the event that the above criteria are considered equal, the Director of Education in consultation with the superintendent of Teaching Personnel shall be given the responsibility of deciding the principal to be reassigned.

D) A principal who has been reassigned because of the surplus shall retain the right to recall in reverse order of reduction should a position of principal occur within the Board. Failure to accept the recall offered by the Board forfeits the right of recall under this Article.

Frontenac RCSS/C.E.S.C., 1981-82

8.11 (a) Where a reduction in the number of principals is necessary the Board shall implement such reduction on the basis of seniority and in determining seniority for this purpose, the following criteria shall apply in the order listed:

(i) length of continuous service as a principal of this Board or its predecessors;

(ii) length of continuous teaching experience with this Board or its predecessors;

(iii) total length of teaching experience with this Board;

(iv) length of teaching experience in Ontario;

(v) length of teaching experience anywhere that has been accepted for salary purposes by this Board.

8.11 (b) Notwithstanding the provisions of sub-paragraph (a) hereof, the Board shall be permitted to maintain or install a principal at a French Language school, a French Immersion school, or school in which instruction is given in grades 9 and 10.

8.11 (c) When making new appointments to the position of principal, the Board shall first offer the position to a principal declared surplus in the current or previous school year provided such person has continued to be employed by the Board. Such offer shall be made in the reverse order of priority used to declare principals surplus.

8.11 (d) A principal who has been appointed on a fixed term basis may be removed from such position at the conclusion of the agreed term, and such removal shall not be subject matter of a grievance.

Huron-Perth RCSS/C.E.S.C., 1981-82

ARTICLE XI: PRINCIPAL TENURE

11.01 All continuous experience as a Principal with the Huron-Perth County Roman Catholic Separate School Board and its predecessor Boards shall be recognized in full.

11.02 No Principal can be returned to a classroom from a position of responsibility without reason being given in writing.

11.03 In the case of redundancy, the Principal whose position has been declared redundant can claim the position of Principal with the least experience with the Huron-Perth County Roman Catholic Separate School Board who must then relinquish said position.

11.04 A principal who has lost a Principalship due to redundancy will be, subject to Article X, offered a teaching position with the Board. Qualifications and years of continuous experience with the Board shall be recognized for seniority and tenure purposes.

11.05 A Principal who has lost a Principalship due to redundancy but retains a contract with the Board, will be offered the next Principalship opened, provided the necessary certification required by the Ministry of Education is met.

11.06 Where experience is equal, redundancy is to be determined according to qualification.

Lakehead RCSS/C.E.S.C., 1981-83

13:09 PRINCIPAL REDUNDANCY

In the event a surplus of Principals occurs in the system reduction of Principals shall be implemented in accordance with sub-clauses (a) and (b) inclusive:

(a) A surplus of Principals shall be deemed to exist when a school has been closed or twinned.

(b) Where a surplus exists after attrition, reduction in Principals shall be accomplished in accordance with the following order of priority:

(i) the length of service as a Principal with the Board

(ii) O.E.C.O. Statement of Evaluation in decreasing rank

(iii) total length of teaching experience with this board

(iv) length of teaching experience in Ontario

(v) length of teaching experience anywhere

(c) When making new appointments to the position of Principal, the Board shall first offer the position to those principal(s) declared surplus in the current or previous school year. Such offers shall be made in the reverse order of priority used to declare Principals surplus.

13:19 VICE-PRINCIPAL REDUNDANCY

(a) Where a reduction of Vice-Principal is necessary for any reason, the reduction in Vice-Principals shall be accomplished in accordance with the following order of priority:

(i) length of service with this Board either as a Vice-Principal and/or a Principal

(ii) length of service with this Board

(iii) length of teaching experience anywhere

(iv) decreasing rank of the Teachers' O.E.C.O. Statement of Evaluation

(v) selection by lot conducted by the Director of Education with the President of the local O.E.C.T.A. Unit in attendance.

(b) When making appointments to the position of Vice-Principal, the Board shall first offer the position to those Teachers who were demonted from redundant positions of responsibility.

London-Middlesex RCSS/CESC, 1980-82

20.01 Redundancy

(a) In the event it becomes necessary for the Board to declare teachers redundant, their employment shall be terminated in reverse order of their length of continuous service with the Board subject to the qualifications of the teacher satisfying the requirements to fill the position available.

Notification in writing that the teacher has been declared redundant must be given to the teacher by April 1st.

(b) Teachers who have been released due to staff reductions will be rehired if positions become available subject to seniority and the qualifications of the teacher satisfying the requirements to fill the position.

(c) (i) Should a position of school principal become redundant, teachers in such positions shall be demoted in reverse order of length of service as a principal.

(ii) Principals who have been declared redundant shall be recalled in reverse order of length of servce as a principal subject to qualifications and other experience.

(iii) The position of principal at C.C.H. will not be affected by items (c) (i) and (c) (ii) above on the provision that no other interested principal in our system has the qualifications and suitable experience to fulfil that position.

(d) (i) Should a position of school vice-principal become redundant, teachers in such positions shall be demoted in reverse order of length of service as a vice-principal.

(ii) Vice-principals who have been declared redundant shall be recalled in reverse order of demotion, if positions as vice-principal become available subject to qualifications and other experience.

Nipissing RCSS/CESC, 1981-82

9.03 Surplus of Principals

In the event a surplus of principals occurs in either sector of the board reduction of principals shall be in accordance with sub-clauses 1) and 2) inclusive.

1) A surplus of principals shall be deemed to exist when a school has been closed.

2) Where a surplus exists after attrition, reduction in principals shall be in accordance with the following order of priority:

   i) length of service as a principal with this board

   ii) total length of teaching experience with this board.

   iii) length of teaching experience in Ontario

   iv) length of teaching experience anywhere

   v) QECO Statement of Evaluation in decreasing rank (as per 4.01(1)).

3) When making new appointments to the position of principal, the board shall first offer the position to the principal(s) declared surplus in the current or previous school year. Such offers shall be made in the reverse order of priority used to declare Principals surplus.

Ottawa RCSS/CESC, 1981-83

ARTICLE XVIII: SENIORITY FOR PRINCIPALS

18:01 Seniority in the position of principal shall be established according to the toal number of years of experience as school principal with our Board.

18:02 a) In the case of redundancy of principals' positions due to the closing or combining of French-language schools, the Board shall retain a sufficient number of principals within the French-language schools on the basis of seniority.

b) In the case of redundancy of principals' positions due to the closing or combining of English-language schools, the Board shall retain a sufficient number of principals within the English-language schools on the basis of seniority.

c) In the case where principals have the same seniority in (a) or (b) the determining criteria shall be in accordance with 17:04 (c) and 17:07 (b).

18:03 If the redundant position is re-established, principals will be assigned according to seniority and without loss of seniority.

18:04 If in order to meet the needs of the system, the seniority provisions cannot be adhered to completely, the Board shall inform the individual concerned of its reason for bypassing the seniority provision.

Prescott & Russell RCSS/CESC, 1980-82

12:03 Reduction of Principalships and Vice-Principalships

(a) Criteria

When The Board deems it necessary to reduce the number of Principals and Vice-Principals, The Board will retain the services of the Principals and the Vice-Principals according to seniority with The Board (years of continual service with The Board or with the former boards amalgamated to former the present board), as Principals and Vice-Principals.

(b) Seniority Calculation - Principalships and Vice-Principalships seniority shall be computed as follows:

(i) one (1) year of seniority will be allotted for each year of experience as a School Principal, in accordance with above Section (a).

(ii) one half (0,5) year of seniority will be allotted for each year of experience as a Vice-Principal, in accordance with above Section (a).

(c) Where seniority is equal and priority must be established, the determining criteria shall be in the following order:

(i) all things being equal: other years of service with The Board (or with the former boards amalgamated to form the present board);

(ii) all things being equal: qualifications' ratings

(iii) all things being equal: competence.

(d) Seniority Lists:

(i) The Board will publish two (2) lists indicating seniority and qualifications (A.E.F.O. and O.E.C.T.A.), which will be posted in every school at the latest, January 31.

(ii) The Principals and Vice-Principals must advise the Board of any mistake on the lists within fifteen (15) working days after January 31.

(iii) After this period, The Board will publish a list of corrections which will be posted in every school before April 1.

(e) At the latest May 1, the Board will establish which Principals and/or Vice-Principals are redundant to the needs of the system and will advise the persons concerned in writing as well as the A.E.F.O. Prescott and Russell Branch Affiliate.

9:05 Redundancy - Positions of Responsibility

a) Should a position of responsibility as referred to in 9:04 above become redundant, the following factors shall govern the demotion for each respective field of responsibility, in each respective branch affiliate.

i) Reverse order of length of service with the Board in the field of responsibility.

ii) Overall effectiveness

iii) Qualifications

iv) Reverse order of length of service with the Board.

When factors (ii) and (iii) are relatively equal as determined by the Director, factors (i) and (iv) shall govern the demotions from positions of responsibility.

b) If the redundant position is re-established, such teachers shall be given priority to fill this position respecting these factors.

Waterloo RCSS/CESC, 1981-83

4.13 Where a reduction is necessary in any of the following positions where a responsibility allowance is paid under the terms of this collective agreement, length of continuous service in that position with the Board will be given first consideration: Principals; Vice-Principals; Department Heads by subject across the system; Consultants or Resource Teachers by subject or speciality; Special Education (Core Resource Teachers).

Welland RCSS/CESC, 1981-82

12.04 SURPLUS PRINCIPALS

12:04.01 Formation of Seniority Lists

12:04:01:01 On or before January 1st of each year, the Board shall prepare and distribute a current seniority list of all elementary school principals, to all elementary principals and the Presidents of the Branch Affiliates.

12:04:01:02 The current seniority list shall state i) name, ii) experience as principal with the Board as of August 31st of the current school year.

12:04:01:03 The seniority list shall consist of the names of principals listed in decreasing order of years of experience as principal with the Board.

12:04:01:04 A principal who considers that his position on the seniority list is incorrect, must report the error, in writing, to the Director of Education by January 15th. The Director of Education shall reply, in writing by February 1st and adjust the list if necessary. A revised list shall be distributed by February 15th.

12:04:02 DEALING WITH SURPLUS PRINCIPALS

12:04:02:01 Surplus principals shall be dealt with as per existing Board policy pertaining to the Principals' Evaluation Document approved November 3, 1980.

GUIDELINES FOR DEALING WITH THE REDUNDANCY OF ELEMENTARY PRINCIPALS

1. If attrition will take care of the redundant position then that position of retiring principal will be declared vacant and the existing transfer guidelines will be used to resolve the situation.

2. Principals may apply for any position of responsibility that may become available, thus possibly resolving the redundancy situation.

3. When No.'s 1 and 2 will not resolve the situation, the Area Superintendent will determine those principals who may wish to relinquish the principalship for a period of one or two years. These candidates will return to the classroom for this interim period BUT:

   (a) should a vacancy occur during this interim period, this teacher will have the option of returning to a principalship;

(b) when no principalship is available at the expiration of the one or two year leave period (#1 and #2 having again been considered), this teacher will be returned to a principalship vacated by the principal in the system with the least seniority as outlined in No. 4.

4. In the event that No's 1, 2 and 3 do not apply and a principal must be considered for redundancy, determination shall be made by the Board based first upon:

(a) the total number of years of principalship with the Welland County Roman Catholic Separate School Board and/or its predecessor boards, and secondly upon

(b) the total number of years as a Consultant, Co-ordinator, Assistant-to-the-Principal, Vice-Principal, Principal and Supervisory Officer with the Welland County Roman Catholic Separate School Board or its predecessor boards.

5. Where two or more principals with equivalent experience must be considered for redundant declaration of one position, the determination shall be made by the Board based upon:

- satisfactory performance review
- variety of experiences as a principal
- variety of experiences in other areas of responsibility
- qualification as a principal

and the redundant principal will be re-appointed to a principalship when the next vacancy occurs, or he or she may be appointed to another suitable position by mutual agreement.

Number/
Numéro

2

Ontario
Education Relations Commission

Numéro 24

Clauses de surnombre/excédent concernant les posts à responsibilités, 1981-82

September 1983

Cette publication a été rédigée par la Commission des Relations de Travail en Education dans le cadre des services qu'elle offre aux parties engagées dans des négociations, de la manière décrite dans la Loi sur les négociations collectives entre conseils scolaires et enseignants.

Cette publication a pour but:

.d'offrir, de manière neutre, des renseignements actuels et précis provenant de conventions collectives écrites, dans le but d'aider les parties durant les diverses étapes du processus des négociations.

La publication est basée sur les conventions collectives écrites négociées entre les enseignants et les conseils scolaires pour l'année de convention (septembre-août) 1981-82 , qui ont été déposées à la Commission. Elle contient des clauses reprises textuellement* qui ont été extraites de ces conventions et qui ajoutent un aspect qualitatif à d'autres publications de la Commission de nature statistique.

Ce document peut être obtenu par les parties et les autres personnes intéressées qui en font la demande.

Veuillez adresser toutes les questions concernant cette publication et les demandes de renseignement supplémentaires aux:

Services des recherches
Commission des Relations de
Travail en Education
111 Avenue Road
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*Dans certains cas, nous avons transcrit uniquement la partie de la clause qui se rapporte au sujet de cette publication et non de la clause entière.

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(1981-82)	N° 18	Clauses d'indemnité de Fin d'Emploi, 198-81
	N° 19	Clauses de Congé de Fédération de long Terme, 1981-82
	N° 20	Horaire de tâches d'enseignement et autres, 1981-82
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	N° 22	Rapport entre le nombre des élèves et des enseignants, 1981-82
	N° 23	Clauses concernant les effectifs des classes, 1982-83
	N° 24	Clauses de surnombre/excédent concernant les posts à responsibilités, 1981-82

Placement des enseignants: Distribution de la grille des enseignants de l'Ontario, Totaux des enseignants et des inscriptions (31 janvier 1983)

Arbitrage des griefs : Résumés de décisions d'arbitrage concernant des litiges entre les parties, prises conformément à la *Loi sur les négociations collectives entre conseils scolaires*

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INTRODUCTION

Le présent dossier clauses traite de la question du surnombre/excédent dans la mesure où elle se rapporte aux postes à responsabilités. L'année de convention analysée est 1981-82, et 100% des 200 conventions possibles étaient disponibles pour l'examen (76 écoles Élémentaires - Conseils scolaires, 76 écoles Secondaires - Conseils scolaires, et 48 Conseils scolaires combinés de comté et de district des écoles séparées).

Selon leur définition, les postes à responsabilités comprennent le personnel employé dans l'école pour l'enseignement proprement dit, conformément à un contrat de forme officielle du niveau de directeur à celui des enseignants avec des fonctions dépassant celles de l'enseignement proprement dit (p.ex. responsables, directeurs d'éducation, doyens etc.).

Les postes à responsabilités comprennent également du personnel employé en dehors de l'école aux termes d'un contrat d'enseignement avec des titres comme ceux de coordinateur ou de conseiller.

Cette publication comprend deux sections principales. La première traite de considérations spéciales et, ou, d'exemptions pour le personnel occupant des postes à responsabilités; la deuxième concerne les conventions prévoyant une procédure séparée ou distincte de surnombre/excédent pour les personnes occupant ces postes.

Nous donnerons d'abord un aperçu des divers domaines, ensuite nous les discuterons et enfin nous donnerons des extraits proprement dits des clauses.

Voici en résumé quelques constatations:

1. pendant l'année de convention 1981-82, 76 ou 38% de la totalité des conventions (28,9% Élémentaires, 57,9%

Secondaires et 20,8% CESC) contenaient une clause accordant soit une exemption soit un statut spécial en ce qui concerne le surnombre/excédent pour ceux détenant un poste à responsabilités,

2. en ce qui concerne le point ci-dessus, le poste à responsabilités dont il était le plus souvent question était celui de directeur (74 conventions), et ensuite celui de sous-directeur (54 conventions), suivis par tous les autres postes (42 conventions),

3. les exemptions (totales ou limitées) sont plus fréquentes que les statuts spéciaux (p.ex. priorité pour la réintégration, modification de traitement); les exemptions totales sont plus fréquentes pour les directeurs et les sous-directeurs que les exemptions limitées,

4. en 1981-82, des procédures séparées ou distinctes de surnombre/excédent pour les enseignants détenant des postes à responsabilités figuraient dans 23 ou 11,5% des conventions (9,2% Élémentaires, 6,6% Secondaires et 22,9% CESC),

5. ces procédures séparées sont plus fréquentes pour le poste de directeur, et ensuite pour celui de sous-directeur,

6. parmi d'autres considérations, des procédures séparées traitent souvent de domaines tels que la détermination de l'ancienneté, les modifications de traitement, le poste à attribuer en cas de déclaration de surnombre/excédent, et la situation après déclaration de surnombre/excédent.

CONSIDÉRATION SPÉCIALE ET/OU EXEMPTION DE LA PROCÉDURE DE SURNOMBRE/EXCÉDENT

Fréquence des clauses

Durant l'année de convention 1981-82, 76 ou 38% des 200 conventions collectives disponibles pour l'analyse contenaient une clause en faveur des personnes avec un poste à responsabilités, pour leur accorder une exemption, une considération spéciale ou les deux à la fois en ce qui concerne le surnombre/excédent. Les fréquences absolues et relatives des clauses de cette nature, par type de convention, figurent ci-dessous pour les années 1979-80 à 1981-82.

TABLEAU 1

FRÉQUENCE DES CLAUSES, PAR TYPE DE CONVENTION
1979-80 à 1981-82

	1979-80		1980-81		1981-82	
	Nbre	%	Nbre	%	Nbre	%
Élémentaires	20	26,3	21	27,6	22	28,9
Secondaires	38	50,0	43	56,6	44	57,9
CESC	7	14,6	9	18,8	10	20,8
TOTAL	65	32,5	73	36,5	76	38,0

En termes absolus et relatifs, le secteur Secondaire détient le plus grand nombre de clauses, suivi par le secteur Élémentaire et les CESC.

Au total, la proportion des conventions avec une clause est passée de 32,5% à 38% au cours de cette période de trois ans.

Postes à responsabilités envisagés

Pour les conventions contenant une clause, le Tableau 2 ci-dessous indique dans quelle fréquence ces clauses s'appliquent aux divers postes à responsabilités.

TABLEAU 2

CLAUSES CONCERNANT LES POSTES À RESPONSABILITÉS, PAR TYPE DE CONVENTION, 1981-82

	Nombre total avec clause	Clause concernant le		
		Directeur	Sous-direct.	Autre
Élémentaires	22	21	11	10
Secondaires	44	43	35	25
CESC	10	10	8	7
TOTAL	76	74	54	42

On notera, aussi bien pour l'ensemble que par type de convention, que les clauses les plus fréquentes concernent les postes de directeur, et chaque fois ensuite ceux de sous-directeur.

Les clauses traitent moins souvent des autres postes à responsabilités.

Nature des clauses

Le Tableau 3 offre un résumé statistique des clauses selon leur classement dans un des trois groupes suivants:

1. exemption totale - le poste est exempté de l'application des procédures en matière de surnombre/excédent,

2. exemption limitée - le poste est exempté de l'application de mesures en matière de surnombre/excédent moyennant une certaine condition,

3. considération spéciale - en ce qui concerne les procédures de surnombre/excédent, le poste est traité différemment de tous les autres postes d' enseignement.

Il faut se rappeler que les chiffres indiqués au Tableau 3 dépassent ceux du nombre des conventions disponibles pour l'analyse, certaines conventions pouvant être classées dans plus d'un des groupes ci-dessus.

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TABLEAU 3

NATURE DES CLAUSES, PAR TYPE DE POSTE À RESPONSABILITÉS ET DE CONVENTION, 1981- 83

	Exemption totale			Exemption limitée			Considération spéciale		
	Directeur	Sous-directeur	Autre	Directeur	Sous-directeur	Autre	Directeur	Sous-directeur	Autre
Élémentaires	13	7	6	8	5	5	5	1	2
Secondaires	29	25	13	16	17	18	3	2	2
CESC	1	1	1	5	4	4	5	4	3
TOTAL	43	33	20	29	26	27	13	7	7

Les chiffres du Tableau 3 font ressortir plusieurs points:

1. les clauses avec certaines formes d'exemptions sont plus courantes que celles avec considération spéciale;

2. en ce qui concerne les exemptions, on constate en général que les secteurs Élémentaire et Secondaire prévoient plus souvent des exemptions totales que des exemptions limitées; on note une situation inverse dans les CESC;

3. les clauses traitant d'exemptions sont de loin plus fréquentes dans les écoles Secondaires que dans les écoles Élémentaires et dans les écoles Élémentaires que dans les CESC;

4. les clauses traitent le plus souvent du directeur, ensuite du sous-directeur, et ensuite des autres postes à responsabilités.

Exemptions totales - Les termes prévoyant ce type d'exemptions sont en général très directs. Voici quelques exemples que nous pourrions cnsidérer comme suffisamment typiques:

Elgin Elementary, 1981-82

"Principals, Vice-Principals and consultants shall be excluded from redundancy declaration".

Ottawa Secondary , 1980-82

"Principals and Vice-Principals shall be exempted from the provisions of Article 18 with respect to lay-off, termination or displacement as junior staff."

North Shore RCSS, 1981-82

"Teachers who hold positions of responsibility shall not be considered redundant or surplus when the overall number of teaching positions is reduced."

Exemptions limitées - Plusieurs clauses traitent de ce genre d'exemptions, et comme nous l'avons déjà noté, une même convention peut contenir à la fois des exemptions totales et des exemptions limitées.

Voici quelques exemples.

Dryden Elementary , 1981-82

"Teachers continuing to hold positions of responsability for the ensuing school year, defined for purposes of this clause as meaning Principal, Vice-Principal, System Coordinator, Liaison Teacher and Area Learning Resource Teacher shall be exempt from the provisions of this clause."

London Secondary, 1980-82

"All persons holding an appointment to a position of responsibility above the level of Department Assistant shall be excluded from the system surplus list until all teachers and Department Assistants in their subject field have been considered."

Kent RCSS, 1981-82

"The Board may exempt a teacher who is in a position of responsibility and who is paid a responsibility allowance under Article IV, Article V, and Article VI of this Agreement."

En tentant de grouper les divers types d'exemption limitée, nous sommes arrivés au tableau suivant:

Le poste est exempté:	Exemples de clauses
pendant une période	Dryden Élémentaires, Lambton Secondaires
sauf si l'école est fermée	Muskoka Élémentaires, Prescott & Russell Élémentaires
si le conseil scolaire décide de protéger la continuité du poste	Haldimand Secondaires, Essex CESC
jusqu'à prise en considération des autres postes inférieurs	London Secondaires
si le poste actif doit être maintenu l'année suivante	Toronto Élémentaires, East York Secondaires
s'il n'est pas nécessaire de réduire le nombre des postes	Lanark Élémentaires, Perth Secondaires

Considération spéciale - Le nombre de clauses pouvant être classées dans cette catégorie sont moins nombreuses que celles qui prévoient des exemptions totales ou limitées (voir Tableau 3). Dans la plupart des cas, l'aspect pris en considération concernait un ou plusieurs de trois domaines: (1) traitement payé après changement, (2) prise en considération de la priorité pour la réintégration ou (3) prise en considération en matière de détermination de surnombre/excédent avant ceux qui n'ont pas de poste à responsabilités.

De pareils problèmes sont traités plus en détail dans les conventions avec une clause séparée ou distincte; le lecteur qui désire des renseignements supplémentaires est prié de consulter les clauses proprement dites.

CLAUSES DE SURNOMBRE/EXCÉDENT SÉPARÉES OU DISTINCTES POUR LES POSTES À RESPONSABILITÉS

Fréquence des clauses

Le Tableau 4 ci-dessous donne des renseignements sur la fréquence de ces clauses pour les années 1979-80 à 1981-82 inclusivement.

TABLEAU 4

FRÉQUENCE DES CLAUSES, PAR TYPE DE CONVENTION
1979-80 à 1981-82

	1979-80		1980-81		1981-82	
	Nbre	%	Nbre	%	Nbre	%
Élémentaires	4	5,3	5	6,6	7	9,2
Secondaires	3	3,9	4	5,3	5	6,6
CESC	7	14,6	7	14,6	11	22,9
TOTAL	14	7,0	16	8,0	23	11,5

Comme l'indique le Tableau 4, la fréquence des procédures séparées ou distinctes est restée relativement stable durant cette période de 3 ans; elle a passé de 7% pour le total des conventions en 1979-80 à 11,5% en 1981-82.

Par type de convention, le nombre de clauses était régulièrement le plus élevé dans les CESC aussi bien en termes absolus que relatifs.

Postes à responsabilités envisagés

En 1981-82, toutes les conventions avec une clause

séparée ou distincte traitaient d'une manière ou d'une autre du poste de directeur. Seize, ou 69,6% des 23 clauses concernaient également celui de sous-directeur. Sept des clauses contenaient des termes soit avec une mention particulière (p.ex. chefs de département) ou générale (c.-à-d. tous les postes à responsabilités) qui s'applique aux postes dans l'école en-dessous de ceux de sous-directeur.

Nature du changement pour un poste à responsabilités déclaré en surnombre/excédent

Directeur. Les parties ont négocié plusieurs solutions différentes. Huit conventions déclarent que le poste de sous-directeur est inclus. Une prévoit un rôle de directeur adjoint, une autre permet d'évincer un directeur avec moins d'ancienneté, et une autre encore de donner un autre poste à responsabilités disponible. Le type de clause le plus fréquent à cet égard, qui figure dans 12 conventions (dont 10 CESC) ne spécifie pas la nature du changement.

Sous-directeur. Comme pour le poste de directeur, la procédure la plus fréquente - 8 cas - ne précise pas la nature du changement. Les 8 autres clauses diffèrent les unes des autres. En voici un bref résumé:

- être transféré dans un nouveau poste
- devenir enseignant
- être transféré à un poste vacant
- être transféré à un autre poste à responsabilités ou devenir un enseignant
- devenir chef de département

- occuper le poste immédiatement inférieur
- revenir au poste occupé le plus récemment avant de devenir sous-directeur
- devenir enseignant ou occuper un autre poste

Dans les conventions qui traitent des postes autres que ceux de directeur ou de sous-directeur (7 au total) la procédure la plus fréquente consiste en un transfert au poste immédiatement inférieur dans la hiérarchie.

Quoique le fait n'est pas mentionné expressément dans chaque cas, ces clauses permettent de faire une distinction entre le poste à responsabilités proprement dit et la personne qui l'occupe. Comme nous le noterons, l'ancienneté est le principal critère pour déterminer le surnombre/excédent. Ainsi par exemple, si l'école X est fermée et qu'un poste de directeur devient poste en surnombre, le directeur de l'école X peut avoir plus d'ancienneté que les autres directeurs et conserver son poste dans une autre école tandis que le directeur avec le moins d'ancienneté devient sous-directeur.

Ancienneté

Sans aucune exception, l'ancienneté est le premier facteur qui entre en considération pour le service auprès du conseil scolaire actuel, et elle est basée sur la longueur de la période où l'employé occupait le poste en question chez cet employeur.

Si d'autres critères d'ancienneté sont précisés afin de départager les candidats après le premier tour, il n'est pas rare de noter le service dans d'autres postes à responsabilités, l'enseignement et les compétences. Plusieurs clauses contiennent des références générales en ce qui concerne l'efficacité et également les compétences.

Considérations en matière de traitement

Treize clauses ne précisent pas le traitement de la personne changeant de poste. On peut supposer que son traitement sera celui du nouveau poste.

Les dix autres clauses contiennent diverses possibilités dont nous donnons le résumé ci-dessous:

- obtenir le traitement du poste assigné (un cas)
- traitement du poste précédent gelé pendant un an (2)
- traitement du poste précédent gelé pour un an et ensuite encerclé de rouge en attendant que le traitement du poste occupé atteigne le niveau du cercle rouge (2)
- traitement du poste précédent entouré de rouge (1)
- diminution de traitement limitée à la moitié de la différence entre le poste précédent et le poste actuel, sans pouvoir excéder de 2.000$ par an (3)
- en cas de déplacement dans un poste d'enseignant, traitement gelé pendant un an
- en cas de déplacement dans un autre poste à responsabilités avec traitement moindre, traitement gelé pendant un an suivi par la moitié de la différence (1)

Considérations d'après surnombre/excédent

Toutes les conventions, sauf trois qui ne traitent pas de ce point, accordent la priorité pour la réintégration sur la base de l'ancienneté en faveur des personnes ayant perdu leur poste à responsabilités.

Les 20 clauses qui traitent de cette question d'une manière ou d'une autre diffèrent en ce qui concerne la période durant laquelle la prise en considération de la priorité reste en vigueur. La fréquence de ces durées figure ci-dessous.

DURÉE PENDANT QUE LA PRISE EN CONSIDÉRATION DE LA PRIORITÉ EST EN VIGUEUR	NOMBRE DE CONVENTIONS
1 an	3
Jusqu'à 2 ans	3
5 ans	1
6 ans (Directeur), 3 ans (Sous-directeur)	1
Sans spécification de limite	12
Sans référence à la prise en considération de la priorité	3
	23

Les pages suivantes de cette publication contiennent la copie exacte des clauses utilisées dans l'analyse précédente.

Atikokan Elementary/Élémentaire, 1980-82

When a reduction in the number of principals is required, consideration shall be made prior to that of the general staff. These persons would become part of the general staff.

a) When a surplus principal is assigned to the general staff, he/she shall not suffer any loss of salary for the first year. After the first year they shall be placed on the grid in the same manner as other teachers.

b) Surplus principals be given consideration for re-appointment as principals.

c) Surplus principals will be placed on the staff seniority list in the same manner as other teachers.

As staff positions become available after the redundancy declaration dates of October 20th and April 20th, redundancy notices shall be withdrawn in the reverse order of their declaration.

Dryden Elementary/Élémentaire, 1981-82

14:04 Protected Positions

1. Teachers continuing to hold positions of responsibility for the ensuing school year, defined for purposes of this clause as meaning Principal, Vice-Principal, System Coordinator, Liaison Teacher and Area Learning Resource Teacher shall be exempt from the provisions of this clause.

10:05 Redundancy of Positions of Responsibility

When a position of responsibility has been declared redundant by the Board, the salary of the incumbent teacher will remain unchanged until such time as the teacher's regular salary on grid, plus application allowances, is equal to or greater than his/her salary at the time the position of responsibility was declared redundant.

Position of responsibility means Principal, Vice Principal or Coordinator.

The clause does not apply in the following instances:

a) When a teacher is removed from a position of responsibility by reason of demotion, or

b) When a teacher is appointed to a position of responsibility for a predetermined period of time.

Dufferin Elementary/Elémentaire, 1080-82

ARTICLE XII - SURPLUS REDUNDANT TEACHER POLICY

12.01 Whereas the Board has a policy, #B43-79 Revised March, 1980, covering the steps to be taken in the event that there is or will be a surplus or a redundancy of teaching staff and although this policy is not a part of nor appended to this agreement, the Board agrees that the application of the policy may be made the subject matter of a grievance in accordance with the Resolution of Disputes Article XIII.

Further, the Board agrees that the policy will not be amended during the term of this agreement.

PART II: (a) Ontario Teachers' Federation members who hold a position of responsibility shall not be declared redundant. Principals, vice-principals, principal's assistants, consultants, programme supervisors, department heads, major chairmen, chairmen, minor chairmen.

Elgin Elementary/Elémentaire, 1981-82

ARTICLE XVI - REASSIGNMENT & REDUCTION OF TEACHING STAFF

16.01 As per Schedule A attached.

C. REDUNDANCY

2. Principals, vice-principals and consultants shall be excluded from redundancy declaration. This statement does not mean that all position of responsibility which exist at present shall necessarily continue to exist.

Espanola Elementary/Elémentaire, 1980-82

17.04 Release Priorities of Redundant Teachers - Elementary Schools

1) Should a valid redundancy of teachers to the system exist due to reduced enrollment, such redundant teachers will be informed in writing by April 1 by the Director of Education.

Redundant teachers will be released on the following basis and in the following order: (1) Non-qualified
(2) Probationary contracts
(3) Permanent contracts

Notwithstanding the above; the redundancy determination shall not cause the elimination of any course or program. If there is no other teacher within the system qualified, or willing to become qualified, to replace a teacher, that would result in the elimination of a course or program, then the teacher cannot be declared redundant. In such a case, the next teacher on the order of redundancy will be declared redundant.

An individual appointed to the position of a principal is exempt from this redundancy clause.

Haliburton Elementary/Elémentaire, 1981-82

Redundant Teacher:

(a) A teacher who is going to be declared redundant to the system and therefore will suffer lay-off shall be notified by the Director of Education in writing by May 1st. The letter shall state that the teacher is being laid off for reasons of redundancey.

(b) The name of each teacher who has been laid off because of redundancy shall be placed by the Board on the redundancy list for two years. A copy of this list will be provided to the Branch Affiliates. All vacant and new positions shall be filled by teachers on the seniority list (according to their seniority on the list) providing they have the qualifications to fill these positions. In cases of equal seniority and qualifications, suitability for the position will be based on the judgement of the principals concerned and the Director of Education. Any teacher who has been reinstated shall be deemed to have had unbroken service.

(c) The onus shall be on the redundant teacher to inform the Board in writing, of any change of address.

(d) Consideration for teaching vacancies shall cease and the Board shall have no further obligation if a teacher cannot be contacted with 10 calendar days of a vacancy arising for a full time teaching position.

15.06 Selection Methods:

(a) All principals, as defined in the Collective Agreement, are exempt from consideration of redundancy before criteria for selection are applied.

Hearst Elementary/Elémentaire, 1980-82

15:07 Miscellaneous:

a) Article 15 [Redundancy] does not apply to the person holding the position of Principal.

Lakehead Elementary/Elémentaire, 1981-82

ARTICLE XVII TRANSFER AND REDUNDANCY

18:01 (vi) This Article will deal with the following contingencies:

(a) when the position of a staff member ceases to exist in the school where he/she is presently employed (18:04);

(b) where the position of a staff member ceases to exist in the school system where he/she is employed (in this case, "The Lakehead Board of Education" - 18:06).

(vii) This Article applies to the employee's position as a Teacher and not to the holding of positions of responsibility.

Lambton Elementary/Elémentaire, 1981-83

7. When a reduction of Principals is required:

(a) Principals will be placed on a Principals' seniority list to be prepared by the Board taking into account their length of appointment to the position with the Board or its predecessors;

(b) the following criteria are to be used in this order as tie breakers:

i) length of appointment as an Elementary Vice-Principal with the Board or its predecessors,

ii) length of appointment to another elementary position of added responsibility with the Board or its predecessors,

iii) length of time in a position of added responsibility with another board,

iv) length of appointment as an elementary teacher with the Board or its predecessors,

v) follow Board Policy B-R663-79 for further tie breakers;

(c) a Principal who is declared surplus will be assigned after consultation, to a position of Vice-Principal or similar position of added responsibility.

(d) a Principal who assumes a position as Vice-Principal, for reasons of redundancy, shall replace the last appointed Vice-Principal, if no open Vice-Principal position exists; and will receive the maximum of the Vice-Principal's responsibility allowance.

(e) transfers may be arranged to make the best possible placement of the principal who is to return to a Vice-Principal's position. (The least senior Principal is to effectively replace the least senior Vice-Principal, but not necessarily or even probably, as a direct replacement);

(f) prior to August 31 in the year in which the reduction in responsibility takes place, if an opening occurs at the Principals' level of responsibility, the most senior of the redundant Principals will be returned to that level automatically.

(g) if a Principalship becomes open after September 1 of that school year, a redundant Principal is an eligible candidate for such a position, but does not assume it automatically;

(h) a Principal reduced to a Vice-Principal cannot be, in turn; reduced to the role of teacher solely by reason of redundancy. (i.e., super-seniority over other Vice-Principals);

(i) Principals' positions which become open after September 1 of that school year may be filled by appointment, on an acting basis, until June 30 of the same school year. The position will become open for competition for September of the next succeeding year.

Lanark Elementary/Elémentaire, 1981-83

9. When a reduction in the number of principals and vice-principals is not required, they shall be excluded from consideration in staff reductions.

Michipicoten Elementary/Elémentaire, 1980-82

12.07 (b) For the purpose of redundancy, the principal shall be excluded from the seniority list.

Muskoka Elementary/Elémentaire, 1980-82

Article 12. - Redundancy

12.01 The BOARD agrees to maintain its Regulation on the redundancy of elementary school teaching staff, as updated, for the duration of this Agreement.

C. PRINCIPLES

4 (a) Teachers in positions of responsibility shall not be declared "Available for Transfer" or "Available for Recall" except when the school has been closed or the position disappears.

(b) Teachers in temporary positions of responsibility shall not be considered to hold positions of responsibility for the purpose of this regulation.

5 (a) For the purpose of determining redundancy when a school is closed, the principal and staff of that school shall be included with the staff of the school to which the school attendance area has been attached.

(b) When a school is closed and is not attached to another school attendance area, the principal and staff shall be declared "Available for Transfer".

Northumberland & Newcastle Elementary/Elémentaire, 1981-83

C - SENIORITY

1. a) Each teacher employed by the Board shall be placed on a seniority list, including principals, vice principals and part-time teachers.

D - EXCEPTIONS TO THE APPLICATION OF THE SENIORITY LIST

1. Principals and vice principals because of their added responsibility shall be exempt as long as they hold these positions.

2. a) Where a position requires additional qualifications according to Ministerial regulations, a teacher holding that position who is declared redundant shall be retained if his or her dismissal would place the program in jeopardy.

b) A program requireing additional ministerial qualifications shall be deemed to be in jeopardy when there is no suitable, qualified teacher with more seniority willing to accept the position.

c) A teacher who accepts a position requiring additional qualifications according to the Ministry of Education must be qualified or must become qualified prior to the commencement of his or her duties.

Perth Elementary/Elémenarie, 1980-82

18:05 In a year in which the procedures beginning with Article 18:02 are used, a seniority list showing all teachers in the Bargaining Unit but excluding the names of Principals, Consultants and teachers who have been hired for periods of one year or less shall be developed by the Director or his designate and the Director or his designate agree to consult with the Presidents of the Branch Affiliates to determine any ranking situations where seniority is equal. Such seniority list shall be published for posting in each school showing the criteria measurements set out in Article 18:04 (b), and teachers shall have fifteen (15) days in which to point out in writing to the Director or his designate any errors or omissions after which time the list shall be deemed to be accurate and correct in all respects. A copy of the corrected seniority list shall be posted in each school no later than March 15.

Prescott & Russell Elementary/Elémentaire, 1981-82

ARTICLE 11 - REDUNDANCY

11:05 Positions of Responsibility

If a school should close for any reason, the most junior principal would replace a vice-principal if he/she has more service with the Board than the junior vice-principal in the system or will be considered and treated as a teacher.

Prince Edward Elementary/Elémentaire, 1981-83

(f) (1) The seniority list shall denote which persons are Principals and which persons are teaching programmes which require special qualifications - these special qualifications shall be determined solely by the Board after receiving the advice of the Director and the Principals.

(2) Where the special qualifications required are partially or wholly a matter of certifications, the certifications required shall be indicated.

(3) Where the special qualifications required are not wholly a matter of certifications, this shall be indicated on this seniority list.

(4) The seniority list shall bear, as an informational item, the staff requirements anticipated for the next school year and the number of redundancies anticipated. The information on redundancies shall be expressed in terms of the number counting from the position with least seniority (with Principals excluded) both including and excluding persons teaching programmes requiring special qualifications.

5.03 Order of Redundancy

When there is a staff reduction, the seniority list will determine the sequence of reduction, starting with the position of least seniority, subject to the following provisions:

(a) when a reduction in the number of principals is not required, they shall be excluded from consideration in staff reductions;

(b) when a reduction in the number of principals is required, the Board shall determine which principals shall be retained; the principals whose positions will cease to exist shall be entitled to exercise their rights as teachers under this clause;

Renfrew Elementary/Elémentaire, 1981-82

ARTICLE 16 - SENIORITY LISTS

16.01 (b) (ii) Teachers holding positions considered responsibility positions (namely principals, vice-principals, consultants supervisors) will be indicated with an asterisk (*). These positions are protected from the procedures outlined in this Article.

Simcoe Elementary/Elémentaire, 1981-83

Placement of Teachers

X In the event that voluntary requests for transfer are not forthcoming, the principal shall determine which of his teachers shall be declared "available for transfer". As a guideline, the following criteria shall be considered when declaring teachers available for transfer:

(a) positions of responsibility,
(b) permanent contracts,
(c) seniority with the Board,
(d) needs of school
(e) full or part-time contracts.

Toronto Elementary/Elémentaire, 1981-82

5.2.1.0.0. a Teacher who holds a continuing position as principal, vice-principal, co-ordinator or assistant co-ordinator shall be exempted from the procedures in 5.2.0.0.0.; however

5.2.3.1.0 a Teacher who holds an acting position as principal, vice-principal, co-ordinator or assistant co-ordinator shall be exempted from the procedures in 5.2.0.0.0. only is the acting position is to continue in the next school year.

Victoria Elementary/Elémentaire, 1981-82

12.01 (f) When the Board has determined that the reduction can be accomplished only by the termination of a permanent contract of a teacher, then the contract of a teacher with the least seniority excluding Principals and Vice-Principals shall be terminated. Seniority being defined as years of continuous elementary service with this Board and/or predecessor Boards now within the Victoria County Baord of Education's jurisdiction. Where the least senior teacher has qualifications required by the Ministry of Education to teach a certain subject or class his/her contract will be terminated if the next senior teacher can become qualified to commence equivalent teaching duties by September 1 of the same calendar year.

Wellington Elementary/Elémentaire, 1981-83

(5) The Board shall be entitled to retain on staff a teacher hired to a position of responsibility, provided that there is no member of the Branch Affiliates qualified and acceptable to the Board for that position of responsibility at the time of hiring.

West Parry Sound Elementary/Elémentaire, 1981-83

(c) Principals shall be excluded from condiseration as surplus to a school or to the system.

Atikokan Secondary/Secondaire, 1980-82

C. 3) When a reduction in the number of principals and/or special teachers is required, consideration of this reduction shall be made prior to that of the general staff. These persons would become part of the general staff. The salary paid shall be in accordance with the teacher's category standing and experience on the grid.

Brant Secondary/Secondaire, 1980-82

(h) Principals and Vice-Principals, while they hold that position, will be excluded from the seniority list, but all other teachers of the O.S.S.T.F. employed by the Board will be included.

Dryden Secondary/Secondaire, 1981-82

29:04 Determination of Teachers Available for Transfer

When the quota for each school has been established, each Principal will determine those teachers presently on staff or on leave in that school who are in excess of the quota.

The Principal must ensure that the programme established for the school in section 29:03 is maintained in determining staffing.

Principals and Vice Principals will be exempt from this clause.

Coordinators, Chairman, Assistant Coordinators and Assistant Chairman who would have been declared surplus under the normal operation of this clause are exempt from this clause if no willing substitute with the qualifications as required by the Ministry, or the Specialist Certification as required by the Board, can be found in the school where they would have been declared surplus.

In the event the Board is unable to fill a vacant position of responsibility internally with a teacher who is willing and has the qualifications as required by the Ministry or the Specialist Certification as required by the Board, the Principal shall reduce the school quota in order that a teacher may be hired externally to fill that position. A teacher hired externally to fill that vacant position of responsibility shall be exempted from the release of surplus staff clause for a period of up to five years providig that the position of responsibility is maintained.

Dufferin Secondary/Secondaire, 1980-82

ARTICLE XII - SURPLUS REDUNDANT TEACHER POLICY

12.01 Whereas the Board has a policy covering the steps to be taken in the event that there is or will be a surplus or a redundancy of teaching staff and although this policy is not a part of nor appended to this Agreement, the Board agrees that the application of the policy may be made the subject matter of a grievance in accordance with the Resolution of Disputes Article XIII.,

Part II:

(a) Ontario Teachers' Federation members who hold a position of responsibility shall not be declared redundant. Principals, vice-principals, principal's assistants, consultants, programme supervisors, department heads, major chairmen, chairmen, minor chairmen.

Durham Secondary/Secondaire, 1981-82

Principals and Vice Principals shall be protected from being declared surplus to a school.

East York, Etobicoke, Scarborough, Toronto & York Borough Secondary/Secondaire, 1980-82

6.1.3.2.0 A Teacher who holds a continuing position of responsibility shall be excluded from procedures in 6.1.3.1.3, but

6.1.3.2.1. a Teacher who holds an acting position of responsibility shall be excluded from procedures in 6.1.3.1.3., only if the acting position is to continue in the next school year.

6.1.4.3.0. A Teacher surplus to a school shall be assigned according to seniority,

a) to teach in a position in a subject or combination of subjects for which the surplus Teacher is qualified in accordance with 6.1.1.1.0., and has such specific qualification as are required by the timetabled program needs of the position, and

b) if no such position is vacant, such assignment shall be made to replace another Teacher if the other Teacher has less seniority and is the least senior Teacher in the Board in that subject or combination of subjects, and

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c) such assignment may displace a Teacher who holds a continuing position of responsibility other than as a principal or vice-principal.

Elgin Secondary/Secondaire, 1981-82

ARTICLE XI - REASSIGNMENT AND REDUCTION OF TEACHING STAFF

11.01 As per Schedule F attached.

(B) EXCLUSIONS

1. Principals, Vice-Principals, Directors and Department Heads shall be excluded from surplus declaration. This does not mean that all positions of responsibility exist at present shall necessarily continue to exist.

   All term appointments to positions of responsibility are not excluded.

2. Teachers whose loss would mean the elimination of a program will, at the discretion of the Board, be excluded from consideration under this policy.

Espanola Secondary/Secondaire, 1981-83

6.04 The terms of this article do not apply to the Principal of Espanola High School.

Fort Frances-Rainy River Secondary/Secondaire, 1980-82

(e) Exemption - Principals and Vice-Principals are exempted from declaration of redundancy.

Frontenac Secondary/Secondaire, 1981-82

6.5 i) A major or minor department head, business education or technical director, whose appointment to his/her position became effective on or before 31 August 1979, shall be exempted from consideration as a teacher surplus to his/her school for the duration of that appointment. All such appointments effective after 31 August 1979 shall not be granted this exemption.

Haldimand Secondary/Secondaire, 1981-82

19.05 Determination of Staff Within School

(a) In each secondary school in the Haldimand Board of Education jurisdiction, the Principal is responsible for determining the staff requirements for his/her school according to the staff allotment as outlined by the Director of Education and according to specific program requirements.

(b) For the purpose of maintaining the quality of education, the Board may protect teachers in the following categories despite their seniority:

i) Teachers holding the following Positions of Responsibility -- Principals, Vice-Principals, Major Heads, Minor Heads.

ii) Teachers needed to teach viable classes in Grade 13 courses where the Head does not have the necessary qualifications.

iii) Teachers needed to teach viable classes where special qualifications are required under Regulation 704.

NOTE: In ii) and iii) above, the most senior teachers in the system, with the necessary qualifications, will be the teachers protected.

(c) If a change in the number of staff is forthcoming, the staffing needs are determined by the Principal in consultation with the Director, Superintendent(s) and the other Principals and in accordance with Article 19.06.

Haliburton Secondary/Secondaire, 1981-82

5. Selection Methods:

(a) The position of Principal as defined in the Collective Agreement is exempt from consideration of redundancy before criteria for selection are applied.

Kenora Secondary/Secondaire, 1981-82

ARTICLE XII - TENURE

12.03 The application of the following point system will determine the order of redundancy. The teacher or teachers with the lowest point total, except as outlined in Article 12.02, will be declared redundant.

(1) Points per year of consecutive experience from date of last hiring with The Kenora Board of Education - Secondary
30

(2) Points per year of experience with the Kenora Board of Education - Elementary
15

NOTE: Points for part-time (occasional teaching in Kenora (Items 1 and 2) to be prorated.

(3) Points per year of recognized other teaching experience.
10

(4) Points per year of recognized related experience (maximum of five years and maximum of 50 points)
10

(5) Points assigned for category placement:

Category 1	
Category 2	20
Category 3	30
Category 4	40
	50

(6) Points for extra degrees not used in category placement (assigned only to staff who are presently being paid for the allowances)
5

(7) Points for positions of responsibility.
30

(8) Points assigned at the discretion of The Kenora Board of Education.
60

Kirkland Lake Secondary/Secondaire, 1981-82

10.04 Retention of Staff

(a) The retention of staff shall be determined on the basis of seniority, experience, qualifications, and suitability for alternate posting within the Board's jurisdiction; provided that principals shall not be subject to lay-off by reason of redundancy.

Lakehead Secondary/Secondaire, 1981-83

12:03 In consultation with the Superintendent of Staff Services, each Principal shall staff his school in accordance with seniority and qualifications as defined above, save and expect for positions of responsibility.

(d) Teachers continuing to hold positions of responsibility, defined for purposes of this clause as meaning Principal, Vice-Principal, Department Head, Assistant Department Head, Acting Department Head, Librarian, Co-ordinators, and Senior Teachers, shall be exempt from the provisions of clause 12:05 (a) and 12:05 (d) of this Article.

Lambton Secondary/Secondaire, 1979-82

(vi) Responsibility Positions

Teachers filling positions of responsibility who would be considered surplus or redundant on the basis of seniority will not be so considered with the proviso that the termination procedures under Section 209 will apply for the following year.

209 All responsibility appointments described in this section are for a one (1) year period only and will be reviewed each year. Any incumbent, other than Acting Head, who is to be relieved of his responsibility position will be given reasons and written notification of the termination by April 1st.

Lanark Secondary/Secondaire, 1981-82

10. Principals and Vice-Principals: When a reduction in the number of Principals and Vice-Principals is not required, they shall be excluded from consideration in staff reductions.

Leeds & Grenville Secondary/Secondaire, 1980-82

12.01 Principals and Vice-Principals

A teacher appointed by the Board as a Principal or Vice-Principal is exempted from being declared surplus. If a Principal or Vice-Principal is reassigned as a result of declining enrolment, then it will be in accordance with the Staff Tenure. The reassignement shall be to a position in his/her school.

Lincoln Secondary/Secondaire, 1981-82

.05 Application of County Staffing Procedure to Positions with Additional Responsibilities

i) All teachers, including those in Positions with Additional Responsibility, will be named on the seniority list in accordance with Article 12A.

ii) With the exception of those positions which are otherwise specifically dealt with in sub-paragraphs (iii) and (iv) below, Principals, Vice-Principals and all other Positions of Additional Responsibility as defined in Article 8 of this Agreement and as were in existence as of September 1, 1981 are exempt from the provisions of Article 12B. In addition, Major and Minor Department Heads, for the duration of their appointment as a Head, are exempt from being declared supernumerary and redundant to the secondary school system in Lincoln County, provided they have five or more years seniority as defined in Article 12A and at least two years seniority in at least a Minor Headship position.

iii) Major and Minor Department Heads who have less than five years seniority as a teacher and/or less than two years seniority in at least a Minor Headship position (see sub-paragraph (ii), above) are not exempt from Article 12B, and shall be declared supernumerary and redundant in accordance with the procedures defined in Article 12B.

iv) All Assistant Heads and Teachers with Subject Area Responsibilities are not exempt from Article 12B, and shall be declared supernumerary and redundant in accordance with the procedures defined in Article 12B.

v) Exceptions to sub-paragraphs (iii) and (iv) above may be made in order to protect program. The procedure to be used in such cases will be that specified in the last two paragraphs of Paragraph 12B.04.

London Secondary/Secondaire, 1980-82

8. All persons holding an appointment to a position of responsibility above the level of Department Assistant shall be excluded from the system surplus list until all teachers and Department Assistants in their subject field have been considered.

A Department Assistant in a school may be excluded from the unplaced list in a school if there is firm evidence that (i) the Department Assistant position will continue to exist in the school (ii) the incumbent will not be unplaced or surplus in the system as a Department Assistant or as a teacher.

Manitoulin Secondary/Secondaire, 1981-82

(f) Principals, Vice-Principals shall be excluded from surplus declaration. Also excluded is any teacher with ten (10) years consecutive service with The Board and who is within five (5) years of the sooner age sixty-five (65) or an "A" pension.

Michipicoten Secondary/Secondaire, 1981-83

ARTICLE XIV - STAFF REDUNDANCY

14.01 a) In the event that there are not enough teaching positions for the number of teachers presently under contract, or where the Baord deems it necessary to discontinue a particular course of study because of lack of student demand, the Board will make every possible effort to maintain said teacher(s) on secondary staff.

A redundant Secondary School Teacher on permanent contract will be offered any vacant position (other than administrative) in the Elementary school system for which he/she is qualified or can qualify prior to September.

b) If this is not possible, and if this is not a specialized subject area requiring a special teaching certificate, the following order of priorities should apply in deciding, excluding those in positions of responsibility, who will be declared redundant:

i. Teachers on probationary contracts.

ii. Total number of years teaching with the Michipicoten Board of Education

iii) Number of years teaching in Ontario.

iv) Qualifications and course requirements.

c) It is understood that guidelines ii, iii and iv are not to be wholly restrictive in their application.

Muskoka Secondary/Secondaire, 1980-82

9.06 Redundancy

The BOARD agrees to continue its Regulation on Redundancy of Secondary School Teaching Staff, dated February 6th, 1979, and to maintain this Regulation for the duration of this Agreement.

4. (a) Teachers in positions of responsibility shall not be declared "Available for Transfer" or "Available for Recall" except when the school has been closed or the position disappears.

(b) Teachers in temporary positions of responsibility shall not be considered to hold positions of responsibility for the purpose of this regulation.

5. When a school is closed, the principal and staff shall be declared "Available for Transfer".

Niagara South Secondary/Secondaire, 1981-82

11.05 The Board Policy entitled "Surplus Determination and Placement" shall be the only method for declaration of Surplus or Redundant teachers, and the subsequent placement of such teachers within the Niagara South system. No changes shall occur in this policy except by mutual consent of the parties to this agreement.

ADMINISTRATIVE REGULATIONS:

2. By March 8th, if the total number of teachers required is less than the number currently employed, the Board shall declare a number of teachers surplus to the needs of the system equal to the excess identified in 1. above. such teachers shall be named in accordance with the least amount of seniority, as defined in Article 11.04, on a system basis. Principals, vice-principals, consultants and teachers employed in inter-ministerial programs shall not be declared surplus.

NOTES: 1) The identification of teachers to be involuntarily transferred shall be made by the sending Principal and his Superintendent of Schools in consultation with the TPC subject to the approval of the Superintendent of Operations.

2) Directors, Major Heads, Minor Heads and Assistant Heads shall not be involuntarily transferred under this procedure.

Nipissing Secondary/Secondaire, 1980-82

17.09 (e) Principals and Vice-Principals shall not be declared AFT [Available For Transfer], for purposes of this Teacher Retention Plan.

Northumberland and Newcastle Secondary/Secondaire, 1981-83

ARTICLE X - TEACHER RETENTION

10.01 The Retention Policy (Secondary) of the Board shall not be changed during the school years 1981-83 except by mutual consent. (A copy of this Policy will be available in each school office.)

C) PRECONDITIONS TO DECLARATION OF SURPLUS TEACHERS

7. All positions of responsibility as defined in the Collective Agreement plus Principals and Vice Principals are removed from consideration.

Ontario

North York Secondary/Secondaire, 1981-82

6.1.3.2.0. For the purpose of 6.1.3.0.0. Teachers who hold positions of responsibility effective September 1 of the next school year shall be deemed to have the highest seniority.

6.1.4.3.3. Such assignments may displace a Teacher who holds a position of responsibility other than as a principal or vice-principal.

Ottawa Secondary/Secondaire, 1980-82

18.17 a) Principals and Vice-Principals shall be exempt from the provisions of Article 18 with respect to lay-off, termination or displacement as junior staff.

b) Should the operation of Article 18 result in the displacement of Coordinators, Consultants, Heads and Minor Heads, such persons so displaced shall only continue to hold their positions of responsibility providing that:

1) their displacement is less than half-time in the subject area of the position of responsibility;

and further, in the case of Heads or Minor Heads:

2) their positions are supported by the criteria as outlined in Article 19.06; and

3) their teaching assignments are full-time in the same school.

(d) Method for Withdrawal

Where a Headship becomes surplus to a school, the surplus Head may:

i) remain in the school as a teacher, providing a position exists, and have his name added to the selection procedures priority list; or

ii) accept a Minor Headship in the school, if such exists, and have his name added to the selection procedures priority list; or

iii) displace the most junior Head in the Organizational Unit in the system which contains that subject in which the Head was declared surplus and in which he holds required qualifications.

(e) Where a Minor Headship must be reduced, or where it has been decided to designate a Minor Headship in another subject area the displaced Minor Head shall be assigned to a teaching position within the school, should such exist, and shall be eligible for the provisions of 19.09 and have his name added to the selection procedure priority list.

(f) When a Headship becomes surplus to a school as a result of the application of 19.05 (a), the school must consolidate Organizational Units in accordance with the provisions of 19.08 (b).

(g) When a Headship becomes surplus to a school as the result of the application of 19.06 (b), the school may use the conversion factor as outlined in 19.05 (b).

(h) When a Minor Headship becomes surplus to a school as a result of the application of 19.05, the Principal, following consultation with his staff, will determine the surplus position based on the needs of the school and subject to the written approval of the appropriate Superintendent.

Oxford Secondary/Secondaire, 1981-82

16.04 (a) Principals, vice-principals and other positions of responsibility, except subject chairmen, as outlined in Article 6.07 of the Agreement, are excluded from surplus declaration. This statement does not apply to any position of responsibility that is planned for withdrawal in the next school year.

Perth Secondary/Secondaire, 1981-83

18:05 Right of Displacement

(a) In a year in which the procedures beginning with Article 18:02 are used, a seniority list shall be developed by the Board. Such seniority list shall be published for posting in each school and shall list:

(1) the seniority ranking of each teacher (except Principals and Vice Principals) from most junior to most senior.

Peterborough Secondary/Secondaire, 1981-83

18.02.08 6 Principals and Vice-Principals shall be excluded from the seniority lists unless he/she requests a teaching

position. Resource staff and consultants who are dues paying members of O.S.S.T.F. shall be included on the seniority lists as regular teachers.

18.03.05 In the assignment of staff, if a teacher must be declared surplus to the needs of a particular subject department in the school, the teacher(s) with the least seniority shall be declared surplus unless by mutual agreement another teacher in that department will transfer in the best interests of the program. The Department Head shall be considered essential to the program unless he/she is redundant to the system.

Red Lake Secondary/Secondaire, 1981-82

7.20 PREAMBLE

A) The intent of this process is to establish a procedure for the reduction of permanent contract staff in the event of Redundancy.

B) Redundant teacher is a teacher for whom there is no teaching position available within the secondary system for reasons other than incompetence.

C) Teachers on a probationary contract, principal and Vice-principal are excluded from this process.

Renfrew Secondary/Secondaire, 1981-82

23.06 (a) Notwithstanding Clause 23.01 (c) (i), Principals and Vice-Principals shall be placed on the seniority lists for informational reasons only - to show the position on the lists that a Principal or Vice-Principal would have in the event he/she ceased to hold the position of Principal or Vice-Principal.

(b) Principals and Vice-Principals appearing on the seniority lists shall be clearly identified on the lists as to their position of responsibility.

(c) Except as provided in Clause 23.06 (d), newly hired Principals and Vice-Principals shall be placed on the seniority lists in accordance with this Article as though they were newly hired teachers.

(d) Teachers already on the seniority lists who are appointed to the positions of Principal or Vice-Principal shall retain their positions on the seniority lists.

(e) Notwithstanding the appearance of Principals and Vice-Principals on the seniority lists, the provisions of Article XXV shall not apply to Principals and Vice-Principals except as set out in Clause 23.06 (f).

(f) A teacher who holds appointment as Principal or Vice-Principal and who will not hold such an appointment in the following year shall be treated as though they did not hold said appointment for the purposes of redundancy and placement in the following year (i.e., the provisions of Article XXV shall apply in this case).

(g) Notwithstanding the above, persons who held appointment as Principal or Vice-Principal for the 1980-81 school year shall be placed on the seniority lists as though they were teachers. Notwithstanding Clause 23.03, where such a Principal or Vice-Principal has the same number of points as one or more teachers who were not appointed as Principal or Vice-Principal for the 1980-81 school year, such Principal or Vice-Principal shall be placed on the seniority lists ahead of such other teachers.

Simcoe Secondary/Secondaire, 1981-83

Matching Transferees and Vacancies

(a) On the seventh teaching day of April, the Superintendent of Operations shall publish a list of the known vacancies, together with a list of the surplus positions in each secondary school. The names and qualifications of each teacher declared available for transfer shall be supplied to the principals.

(b) Within a further five teaching days, the Superintendent of Operations shall convene a meeting of all Secondary School Principals and Superintendents of Schools and the Branch Affiliate members of T.T.R.C. At this meeting, an attempt will be made to place all teachers declared available for transfer in the known vacancies.

(c) Thereafter, regular meetings at two week intervals, or at the call of the Superintendent of Operations, shall be convened to complete the placements of available for transfer teachers.

(d) The placement procedures noted in 3 (b) and (c) must apply to both voluntary and declared transferees, until all declared transferees are placed.

(e) Except for positions of responsibility, the placement of:

(i) teachers who were declared supernumerary in the previous year,

(ii) transferable teachers (whether voluntary or declared),

in that order, shall be completed before the commencement of external advertising, unless, because of special circumstances, it is mutually agreed by the Administration and the Branch Affiliate members of T.T.R.C. to do otherwise.

Sudbury Secondary/Secondaire, 1981-82

ARTICLE XV - SENIORITY LIST

15.01 c) Principals and Vice-Principals shall have their names excluded from the Seniority List.

16.03 DEFINITION OF SURPLUS

A surplus teacher is one who is not initially declared redundant, (but who may be declared redundant at a future date subject to the provisions of Article 16.10) and for whom no position will be available in his/her present school in the upcoming school year, based on the criteria outlined below:

In those schools where it is necessary, the Principals and Superintendents of Schools will designate teachers deemed for transfer.

Criteria for designation will be according to the seniority list as defined in Article 15.01 providing the viability of the programs within the school is not jeopardized. Viability of a program means having enough teachers who meet Ministry requirements for certification and who have adequate post secondary school academic qualifications, training or experience to teach the subjects required. Teachers in positions of responsibility as outlined in Article 7.04 (other than Assistant Department Heads) and/or those who will be holding such positions in the upcoming September, will not be declared surplus.

Timmins Secondary/Secondaire, 1980-82

d) Exemption

Principals and Vice-Principals will not be affected by this Article.

Victoria Secondary/Secondaire, 1981-82

When the Board has determined that the reduction can be accomplished only by the termination of the contract of a permanent teacher, it shall use a retention grid of all secondary school teachers in the system. Principals and Vice-Principals shall be excluded. Points to be assigned to each teacher from the following criteria:

a) teaching experience
b) professional qualifications
c) academic qualification
d) OSSTF Certification
e) positions.

Positions

Assistant Head, Assistant Director
Minor Head - 140 points for position plus 5 points for each year of service at that position.

NOTE: 1. Years at a particular position with this Board only, to be counted.

2. Position points may be counted for one position only.

3. Service points are accumulative.

Wellington Secondary/Secondaire, 1981-83

(6) a) The Board shall be entitled to retain on staff a teacher employed as a Principal, Vice-Principal, Director, Major Head, Head, Chairman 1 or Chairman 2 where such person holds the only position of responsibility within a department. Such a teacher may then be excluded from the transfer or surplus list. In an organizational unit where two or more of the previously stated positions exists, teachers in the subordinate positions will not be entitled to automatic retention.

b) Where a department is organized in a manner approved by The Wellington County Board of Education under Article 3:05, the Board shall be entitled to retain one teacher employed in a position of responsibility in each organizational unit so approved. The teachers to be eligible for retention must be named by the principal not later than September 30 of the contract year. Such designation must be made in writing to the Superintendent of Personnel and the President of District 39, O.S.S.T.F. The number of teachers so designated must not exceed the number of teachers that would be protected as per 17:02(6)(a). Such a teacher may then be excluded from the transfer or surplus list.

Wentworth Secondary/Secondaire, 1980-82

A surplus teacher who holds a position of responsibility may only use his seniority as determined by Article 25.06 to displace a teacher who does not hold a position of responsibility.

25.16 In the event that a position of responsibility no longer exists, as a result of a permanent school closure, the teacher(s) thus affected shall continue to receive the salary earned while in the position of responsibility, until such time as his position in the grid reaches that level or the former salary is otherwise earned.

25.17 Any person in a position of responsibility who receives a benefit under Article 25.16 is expected to apply, should an equivalent position of responsibility subsequently become available, failing which, he shall forthwith lose his entitlement hereunder.

West Parry Sound Secondary/Secondaire, 1981-83

21.01 Definitions

(i) For the purpose of this Article, 'teacher' shall mean a Secondary School Teacher who is a member of the Ontario Secondary School Teachers' Federation and who is covered by the terms of this Agreement, except that Principal and Vice-Principals are not included.

Education Relations Commission

Essex RCSS/CESC, 1980-82

9:17 (b) In the event that a situation of redundancy due to declining enrolment or programme change necessitates the transfer of a teacher(s) on a particular staff, the selection of the individual to be transferred shall be made by considering only the teachers on that staff with regard to their number of years of continuous service with the Board provided that the Board retains sufficient qualified teachers in each of the categories (i.e. Principals, Vice-Principals, Industrial Arts, Home Economics, Oral French, Library, Special Education, Francais) to meet the Board's requirements. The teacher, on the staff under consideration, with the fewest years of continuous service with the Board shall be liable for transfer. Such transfer shall not deny the individual the opportunity to apply for transfers normally posted in May. Every possible effort should be made to allow the individual to transfer to a school in immediate proximity to where he or she was formally on staff.

19.20 (b) When teachers are declared redundant their contracts shall be terminated or they shall be demoted in reverse order of their length of continuous service with the Board as indicated on the System Seniority List, provided that the Board retains the qualified teachers to meet the Board's requirements in each of the categories as follows: Principals, Vice-Principals, Industrial Arts, Home Economics, Oral French, Religious, Special Education, Francais, Consultants, Co-ordinators and Instrumental Music.

Halton RCSS/CESC, 1981-82

15.25 Where a position of responsibility, excluding principals, is declared surplus to the system, or when a teacher is transferred from a position of responsibility, as defined by this Collective Agreement, to duties other than those defined as positions of responsibility to be effective the subsequent September, such teacher shall not be paid any responsibility allowance, effective that same September.

15.26(a) Where a Principal's position is declared surplus to the system, that principal shall suffer no loss in salary for the subsequent school year after which time that principal's salary shall be paid as per his/her qualifications on the teachers' salary grid in the Collective Agreement in effect at that time.

15.26(b) Where a principal's position ceases to exist because of redundancy, that principal shall be recalled and appointed to the first available principalship for which he or she is qualified, as determined by the Board.

15.27 Teachers who are demoted from a position of responsibility and principals who are demoted from their appointed position shall suffer no loss in salary or allowance for the current academic year.

Hearst RCSS/CESC, 1980-82

6.13 Les enseignants sous contrat permanent seront ensuite mise à pied dans l'ordre inverse de leur ancienneté. Un enseignant qui détient un poste de responsabilité ou un poste requérant des qualifications additionnelles pourra être exempt d'une telle mis à pied selon les besoins du système.

Kent RCSS/CESC, 1981-82

16.04 The Board may exempt a teacher who is in a position of responsibility and who is paid a responsibility allowance under Article IV, Article V and Article VI of this Agreement.

Lambton RCSS/CESC, 1981-82

11.09 Displacement (Positions of responsibility)

(a) For the purpose of establishing seniority for staff in positions of responsibility these positions shall be grouped and ranked into departments as follows:

A	B
Co-ordinator	Principal
Consultant	Vice-Principal
Classroom teacher	Classroom teacher

(b) Persons in positions of responsibility shall have seniority in these positions, only within their own department. At no time shall displacement be outside of their respective department.

(c) Where a redundancy or surplus occurs for those in positions of responsibility in the system, staff in those positions shall be re-assigned on the following basis:

i) The person being re-assigned shall be placed in the next lowest position of responsibility in his/her department.

ii) The employee having the least seniority in such position shall be re-assigned.

iii) If there is more than one having such least seniority, the one with the least total seniority with the Board shall be re-assigned.

iv) For the purpose of any further re-assigning, the teacher shall be deemed to have seniority in such lesser position of responsibility equal to his period of service with the Board in the position from which he has just been re-assigned plus any prior service with the Board in the position to which he has just been re-assigned.

v) If the redundant position is re-established, such teacher shall be given consideration to fill the position.

Metropolitan Toronto Separate/Séparées, 1981-82

8.10 a) If a position as principal or vice-principal, other than in a Catholic high school, becomes redundant, teachers such positions shall be demoted on the following basis:

i) the teacher whose total length of service in such position, together with, in the case of a vice-principal, any service as a principal with the Board, is the least shall be demoted to the next lower position of responsibility but if there is more than one having such least service, the teacher with the least seniority shall be demoted;

ii) for the purposes of this section, the next lower position of responsibility to principal is vice-principal and to vice-principal is teacher;

iii) if a redundant position is re-established, teachers shall be given priority to fill the position in reverse order to that in which they have been demoted.

North Shore RCSS/CESC, 1981-82

9:03 Teachers who hold positions of responsibility shall not be considered redundant or surplus when the overall number of teaching positions is reduced.

Stormont, Dundas & Glengarry RCSS/CESC, 1981-83

19.03 Exemptions:

Shall be exempted from the above redundancy provisions:

(a) The Principal and 50% of the teaching staff at the Child Development Centers;

(b) Directors and Coordinators of services shall be exempted for the duration of the term of the appointment.

Sudbury RCSS/CESC, 1981-83

7.02 Procedure for Staff Reduction

The following procedures will be used when a reduction of staff is necessary.

(1) This order shall be used in reducing staff:

a) Normal attrition

b) Teachers under probationary contracts

c) Teachers under permanent contracts

(i) Seniority with the Board will be the determining factor where in the reduction of Teachers under contract, skill, professional training and qualifications are satisfactory.

(ii) Seniority with this Board will be the determining factor where, in declaring a Principal's position redundant, skill, professional training and qualifications are deemed to be equal.

Wellington RCSS/CESC, 1981-82

3.06 REDUNDANCY

a) In the event that it becomes necessary to reduce the number of teachers employed by the Board, because of redundancy, the reduction shall be done in accordance with this Article.

b) Notwithstanding any other clause in this Article the Board may exempt any teacher from the provisions of this Article in order to safeguard programs provided that, in the opinion of the Board, that teacher cannot readily be replaced by an equally qualified member of the Branch Affiliates. The Board may also exempt any teacher who is in a position of responsibility and who is paid a responsibility allowance under Article 5.04.

c) Where the Board is considering the exemption of any teacher from the provisions of this Article, the Executive of the Branch Affiliate involved shall be so informed. At the request of the Executive, made within two weeks of receipt of the information, a meeting with a Board Committee shall be arranged to discuss the matter. Within two weeks from the date of the meeting, or where no meeting is held, within four weeks from the receipt of the information, the Executive may forward to the Board its comments or recommendations which the Board, before making a final decision, shall consider.

Brant Elementary/Elémentaire 1980-82

ARTICLE XVII (ii) - SURPLUS, REDUNDANCY AND TRANSFER PROCEDURES
Principals & Vice-Principals

17.09 Definitions

(a) Surplus Principal - is a principal for whom there is no position available as principal in the elementary school system.

(b) Surplus Vice-Principal - is a vice-principal for whom there is no position as vice-principal available in the elementary school system.

17.10 Formation of Seniority Lists

(a) By January 31st in each year, the Board will prepare, publish and deliver a current seniority list of all elementary school principals to all elementary school principals and the Presidents of the Branch Affiliates.

(b) By January 31st in each year, the Board will prepare, publish and deliver a current seniority list of all elementary school vice-principals to all elementary school vice-principals and the Presidents of the Branch Affiliates.

(c) The Seniority Lists in 17.10(a) will be prepared according to the following criteria, with the principal with the greatest number of years experience listed as number one and the principal with the least number of years experience listed last:

(1) The number of years and/or part years of experience as an elementary principal (including acting elementary principal) with The Brant County Board of Education, or its predecessors, calculated from the commencement of employment as a principal.

(2) Where principals have the same seniority after criterion (1), the principal with the greatest total number of years experience as a principal (or acting principal) in Ontario will be deemed to have the greatest seniority.

(3) Where principals have the same seniority after criterion (2), the principal with the greatest total number of years experience as a vice-principal (or acting vice-principal) with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(4) Where principals have the same seniority after criterion (3), the principal with the greatest total number of years experience as a vice-principal (or acting vice-principal) in Ontario shall be deemed to have the greatest seniority.

(5) Where principals have the same seniority after criterion (4), the principal with the greatest total number of years experience in teaching and administration with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(6) Where principals have the same seniority after criterion (5), the principal with the greatest total number of years experience in teaching and administration in Ontario shall be deemed to have the greatest seniority.

(7) Where principals have the same seniority after criterion (6), the principal with the greatest total number of years teaching experience in any jurisdiction shall be deemed to have the greatest seniority.

(d) The Seniority Lists in 17.10(b) will be prepared according to the following criteria, with the vice-principal and the greatest number of years experience listed as number one and the vice-principal with the least number of years experience listed last:

(1) The number of years and/or part years of experience as an elementary principal or vice-principal (including acting principal or vice-principal) with The Brant County Board of Education, or its predecessors, calculated from the commencement of employment as a principal or vice-principal.

(2) Where vice-principals have the same seniority after criterion (1), the vice-principal with the greatest total number of years experience as a vice-principal (principal or acting vice-principal with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(3) Where vice-principals have the same seniority after criterion (2), the vice-principal with the greatest total number of years experience as a vice-principal (principal or acting vice-principal) in Ontario shall be deemed to have the greatest seniority.

(4) Where vice-principals have the same seniority after criterion (3) the vice-principal with the greatest total number of years experience in teaching and administration with The Brant County Board of Education, or its predecessors, shall be deemed to have the greatest seniority.

(5) Where vice-principals have the same seniority after criterion (4), the vice-principal with the greatest total number of years experience in teaching and administration in Ontario shall be deemed to have the greatest seniority.

(6) Where vice-principals have the same seniority after criterion (5), the vice-principal with the greatest total number of years teaching experience in any jurisdiction shall be deemed to have the greatest seniority.

17.14 Provisions for Surplus Principals & Vice-Principals

(a) Principals who have been declared surplus will be re-assigned to the position of principal in order of seniority i.e. the surplus principal with the greatest seniority will be re-assigned first, etc.

(b) Vice-principals who have been declared surplus will be re-assigned to the position of vice-principal in order of seniority.

(c) The principal who has been declared surplus and has been assigned to the position of vice-principal will retain his/her salary position on the Salary Schedule for one year; thereafter, he/she will receive the salary for the new position held.

(d) The vice-principal who has been declared surplus and has been assigned to a new position will retain his/her salary position on the Salary Schedule for one year; thereafter, he/she will receive the salary for the position which he/she holds.

Lambton Elementary/Elémentaire 1981-83

7. When a reduction of Principals is required:

(a) Principals will be placed on a Principals' seniority list to be prepared by the Board taking into account their length of appointment to the position with the Board or its predecessors;

(b) the following criteria are to be used in this order as tie breakers:

i) length of appointment as an Elementary Vice-Principal with the Board or its predcessors,

ii) length of appointment to another elementary position of added responsibility with the Board or its predecessors,

iii) length of time in a position of added responsibility with another Board,

iv) length of appointment as an elementary teacher with the Board of its predecessors,

v) follow Board policy B-R663-79 for further tie breakers;

(c) a Principal who is declared surplus will be assigned, after consultation, to a position of Vice-Principal or similar position of added responsibility.

(d) a Principal who assumes a position as Vice-Principal, for reasons of redundancy, shall replace the last appointed Vice-Principal, if no open Vice-Principal position exists; and will receive the maximum of the Vice-Principal's responsibility allowance.

(e) transfers may be arranged to make the best possible placement of the Principal who is to return to a Vice-Principal's position. (The least senior Principal is to effectively replace the least senior Vice-Principal, but not necessarily or even probably, as a direct replacement);

(f) prior to August 31 in the year in which the reduction in responsibility takes place, if an opening occurs at the Principals' level of responsibility of the redundant Principals will be returned to that level automatically;

(g) if a Principalship becomes open after September 1 of that school year, a redundant Principal is an eligible candidate for such a position, but does not assume it automatically;

(h) a Principal reduced to a Vice-Principal cannot be, in turn, reduced to the role of teacher solely by reason of redundancy. (i.e., super-seniority over other Vice-Principals);

(i) Principals' positions which become open after September 1 of that school year may be filled by appointment, on an acting basis, until June 30 of the same school year. The position will become open for competition for September of the next succeeding year.

Niagara South Elementary/Elémentaire, 1981-82

ARTICLE 23 SURPLUS POSITIONS OF RESPONSIBILITY

23.01 The Board Policy entitled "Surplus Positions of Responsibility" shall be in effect during the term of this Agreement. No changes shall occur in this Policy except by the mutual consent of the Parties to this Agreement.

STATEMENT OF POLICY:

It shall be the policy of the Board to declare Elementary School Principals, including Principals of Schools for the Trainable Mentally Retarded, surplus in the manner as outlined in the Administrative Regulations.

ADMINISTRATIVE REGULATIONS:

1. For the purposes of this policy, a surplus principal or vice-principal shall be defined as a principal or vice-principal for whom there is no principalship or vice-principalship available in the jurisdiction.

2. For the purposes of this policy, a probationary principal or vice-principal shall be defined as a principal or vice-principal who has not completed the required probationary period and/or has not been confirmed in his/her position of responsibility by the Board of Education. A permanent principal or vice-principal shall be defined as a principal or vice-principal who has satisfactorily completed his/her probationary period and has been confirmed in the position of responsibility.

3. Elementary principals and principals of Schools for the Trainable Mentally Retarded shall be declared surplus on the basis of least seniority as a principal. Seniority shall be defined on the basis of continuous service in the position within Niagara South.

4. Only principals who are qualified, deemed to be qualified, or presently eligible to become qualified, shall remain on the seniority list.

5. Principalships that are made available due to surplus which require special certification shall be posted for all remaining principals who have not been declared surplus. In the event that there are not qualified and/or suitable applicants for the positions requiring special qualifications, then the number of principals to be declared surplus shall be increased to allow for protection of principals who hold special qualifications.

ADMINISTRATIVE REGULATIONS: (cont'd)

Probationary Vice-Principals

6. Probationary vice-principals within Niagara South as of June 30, 1981, shall be returned to full-time classroom duties for September 1981, and they shall be afforded the following guarantees:

   a) the responsibility allowance as a vice-principal shall be maintained for a period of one year,

   b) recall to vacant vice-principalships on the basis of seniority as a vice-principal for a three-year period, subject to a satisfactory evaluation and subject to prior placement of permanent and then probationary principals,

   c) In the event of ties in seniority upon re-appointment to vice-principalships as they become available, placement shall be made upon recommendation of the Administrative Council and approval of the Board,

   d) in the event that a probationary vice-principal who has been declared surplus is re-appointed to a vice-principalship during the recall period, he/she shall complete the normal two-year probationary period plus an additional probationary year.

Probationary Principals

7. The probationary principals within Niagara South as of June 30, 1981, shall be placed in the positions of the aforementioned probationary vice-principals for September, 1981, subject to the provisions of the Collective Agreement and they shall be afforded the following guarantees:

   a) the responsibility allowance as a principal shall be maintained for a period of one year,

   b) during the second and subsequent years, they shall receive all the rights and benefits of a vice-principal,

   c) that permanent vice-principals shall be considered for future surplus declaration if necessary, prior to probationary principals who have been placed in the role of vice-principal,

   d) recall to vacant principalships on the basis of seniority as a principal for a five-year period, subject to prior placement of permanent principals,

e) in the event of ties in seniority upon re-appointment to principalships as they become available, placement shall be made upon recommendation of the Administrative Council and approval of the Board,

f) previous seniority as a principal shall be maintained but no seniority as principal shall be accumulated while in the position of vice-principal,

g) in the event that a probationary principal who has been declared surplus, is re-appointed to a principalship during the recall period, he/she shall complete the normal two-year probationary period plus an additional probationary year.

Permanent Principals

8. The least senior permanent principals shall be declared surplus according to the need for principalships within Niagara South and the surplus principals shall be afforded the following guarantees:

a) surplus permanent principals shall be placed in newly created positions as "Associate Principal" in appropriate schools or given such other duties as recommended by the Administrative Council and approved by the Board,

b) the responsibility allowance as a principal shall be maintained for a period of one year,

c) during the second and subsequent years, the allowance of associate principals shall be "red-circled" but such allowance shall not fall below that of a vice-principal's maximum allowance,

d) associate principals shall receive relief time equivalent to that of a vice-principal if assigned school responsibilities,

e) recall to vacant principalships on the basis of seniority as a principal for a six-year period,

f) previous seniority as a principal shall be maintained but no seniority as principal shall be accumulated while in the position of associate principal,

g) in the event that a permanent principal who has been delcared surplus, is re-appointed to a principalship during the recall period, he/she shall complete an additional probationary year if he/she has not served in the role of principal for three or more years.

Associate Principalships

9. All newly created associate principalships or other similar positions approved by the Board, shall be posted for permanent principals who have not been delcared surplus. In the event that a permanent principal who is not surplus is successful in attaining such a position, the most senior of surplus permanent principals shall be placed in a principalship.

10. Permanent principals, upon application to an associate principalship, shall state the duration of appointment for which they are applying.

11. Permanent principals shall accumulate seniority while in the possition of associate principal or such positions of responsibility as approved by the Board.

12. Surplus permanent principals who attain the position of principal due to the successful application of a permanent principal to an associate principalship, shall receive full allowance as a principal and accumulate seniority of a principal while in that position.

13. Surplus permanent principals who have attained a principalship and are returned to the status of associate principal, shall be placed, for salary purposes, as if they has been an associate principal from the time of surplus declaration.

Peel Elementary/Elémentarie 1980-83

ARTICLE XIX: PRINCIPAL/VICE-PRINCIPAL TRANSFER/SURPLUS POLICY FOR ELEMENTARY SCHOOLS

19.01 For the purpose of seniority, experience gained as an Acting Principal/Acting Vice-Principal with the Board shall be counted once the position of Principal or Vice-Principal is confirmed.

19.02 Principals:

a) seniority shall be ranked in order highest to lowest based on the number resulting from the sum of the following:

i) total years experience as a Principal with the Board x 1

ii) total years experience as a Vice-Principal with the Board x .6

iii) total years experience as a Principal with another Board in Ontario x .5

iv) total years experience as a Vice-Principal with another board in Ontario x .25

and where (a) is equal,

b) the number of years of other related experience with this Board, and where (a) and (b) are equal,

c) as per the Regional Seniority List in 18.01.

19.03 Vice-Principals:

a) seniority shall be determined according to years of continuous employment in the position of elementary school Vice-Principal or Principal with the Board and where (a) is equal,

b) as per the Regional Seniority List in 18.01.

19.04 Principals will be declared excess in order of seniority as per 19.02.

19.05 A Principal who is declared excess will be assigned to another administrative position or to a position as Vice-Principal of a school for one year. Thereafter, if the Principal has not been reinstated he/she shall take his/her position on the Vice-Principal's Seniority List in accordance with the criteria for that list and the same provisions shall apply to him/her as apply to a Vice-Principal mutatis mutandi.

19.06 Should a position for the Principal of a School become vacant during the twelve (12) months following a declaration of a Principal excess, the position will be offered in order of seniority to the Principal who is declared excess.

19.07 A Principal who has been declared excess and who has been offered a position in writing as Principal of a school as per 19.06 by the Superintendent of Academic Affairs, shall have three (3) school days exclusive of the day he/she was notified to accept or reject the position.

19.08 A Principal who has been declared excess shall forfeit his/her right of recall after twelve (12) months or after the rejection of a position as Principal of a school whichever is the lesser.

19.09 A Principal who has been declared to be excess and who has not been offered an equivalent position within twelve months of such declaration shall have his/her salary frozen as at the time of such declaration and the salary shall remain frozen until such time as the normal salary for the position he/she is holding with the Board is equal to or greater than the salary which the Principal is receiving.

19.10 The salary of a Principal who has been declared excess and who has declined the offer of a position as a Principal of a school will immediately upon the declination of the position revert to the normal salary for the posision he/she is then holding.

19.11 Vice-Principals will be declared excess in order of seniority, as per 19.03.

19.12 Should a position for a Vice-Principal of a school become vacant during the twelve months following the declaration of a Vice-Principal excess, the position will be offered in order of seniority to the Vice-Principal who is declared excess.

19.13 A Vice-Principal who has been declared excess and has been offered a position in writing as per 19.02 by the Superintendent of Academic Affairs shall have three (3) school days exclusive of the day he/she was notified to accept or reject the position.

19.14 A Vice-Principal who has been declared excess shall forfeit his/her right of recall after twelve (12) months or after the rejection of a position as Vice-Principal of a school whichever is the lesser.

19.15 A Vice-Principal declared to be excess shall either be assigned another administrative position or if not so assigned shall take a teaching position.

19.16 A Vice-Principal who has been declared to be excess and to whom an equivalent position has not been made within twelve (12) months of such declaration shall have his/her salary frozen at the time of such declaration until such time as the normal salary for the position he/she is holding with the Board is equal to or greater than the salary which the Vice-Principal is receiving.

19.07 The salary of a Vice-Principal who has been declared excess and who has declined the offer of a position as a Vice-Principal of a school will immediately upon the declination of the offer of a Vice-Principalship revert to the normal salary for the position he/she is then currently holding.

Stormont Elementary/Elémentaire 1981-82

ARTICLE XXI - SURPLUS PRINCIPALS AND VICE-PRINCIPALS

21:01 For the purpose of this Article, the positions of Principals and Vice-Principals shall be deemed Positions of Responsibility.

21:02 When a school or schools are closed, or a Position of Responsibility is eliminated due to decreasing enrolment, those occupying Positions of Responsibility shall be declared surplus.

21:03 Where individuals occupying Positions of Responsibility are declared surplus, the Board will endeavour to place such persons in a comparable Position of Responsibility if available.

21:04 (a) Where the Board is unable to place an individual surplus to a Position of Responsibility in a comparable Position of Responsibility, he will replace, if qualified, the individual with the least seniority in a position of responsibility. If the surplus individual is not qualified, the next in the agreed order shall be declared surplus and be replaced by the surplus individual. The individual replaced shall be returned to a regular classroom position in accordance with the provisions of Article XXI.

(b) In the event of a tie in determining seniority in Positions of Responsibility, the procedures of Article 20:04 (a) shall apply.

21:05 Where an individual occupying a Position of Responsibility is assigned to a regular classroom teaching position, he shall be paid (i) for the next year following, in addition to his salary as a regular classroom teacher, an allowance equal to the flat allowance paid as Principal or Vice-Principal in the current year; (ii) for the second year next following the salary of a regular classroom teacher.

21:06 a) Where an individual occupying a Position of Responsibility is assigned to a comparable position he shall be paid the allowance for that position.

b) Where the allowance for a comparable position is less than the allowance presently received by the individual, the individual shall receive a Responsibility Allowance as follows:

i) for the first (1st) year he occupies the new Position of Responsibility the full allowance received in the previous year, had he not been transferred;

ii) for the second (2nd) year he occupies the new Position of Responsibility, one half (½) of the difference between the allowance as set out in 8:04 (i) and the allowance as calculated in accordance with 8:01 (a) of the Collective Agreement.

West Parry Sound Elementary/Elémentaire, 1981-83

ARTICLE XXII - PRINCIPAL AND VICE-PRINCIPAL SENIORITY AND REDUNDANCY

22.01 After May 1 of any year there will be no reduction in the number of positions of principal and vice-principal in the system for the succeeding school year, except where a resignation is received from a principal or vice-principal on or after April 1 immediately preceeding the May 1 date.

22.02 a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal with the West Parry Sound Board of Education or its predecessors, except as provided for in 22.02 (b).

b) Notwithstanding the order outlined in 22.02 (a), where, in the opinion of the Director of Education, compliance with the order of (a) as it applies to a particular principal would result in the termination or deterioration of a program in the school to which the principal was assigned because of special personal or professional qualifications, that principal may be excluded from consideration.

c) Seniority in the position of principal with the West Parry Sound Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority in the position, the Director of Education shall determine who shall be declared surplus. Some of the criteria he may consider are:

i) Vice-principalship experience
ii) Qualifications - graduate and post-graduate degrees, Principal's Certificate, etc.
iii) Years of continuous service with the West Parry Sound Board of Education and its predecessor boards.
iv) Total years of teaching experience.

22.03 If the closing of a school within fifteen (15) miles of Parry Sound results in a principal being surplus to that area, and the vacancy, because of a principal being declared redundant, is in Britt, MacTier, or Whitestone, then the principal with the least seniority in the school within fifteen (15) miles of Parry Sound will be transferred to the outlying school (i.e. Britt, MacTier, or Whitestone) with the vacancy, and the original surplus principal will become principal of the newly vacated school or of a school within the 15 mile radius, as designated by the Director.

22.04 A principal declared redundant shall be offered a position as vice-principal at a school where a vice-principal exists.

22.05 Clauses 22.03 and 22.04 above notwithstanding, the surplus principal or the principal to be moved to an outlying school shall have, in the order stated above, the opportunity of selecting a move to a vice-principalship. Under this clause, he will be the redundant principal.

22.06 a) Principals who have been declared redundant shall be listed in order of seniority as principal in accordance clause 22.02 (c) above.

b) When a vacancy for a principal occurs, the Board shall:

i) offer the position to the principal on the redundancy list with the most seniority as per 22.06 (a),

or

ii) transfer principals and offer the resultant vacancy to the principal referred to in 22.06 (b) (i),

c) If, in the opinion of the Director of Education, compliance with 22.06 (b) (i) or (ii) would result in the termination or deterioration of a program in the school where the vacancy is, the Board may:

i) offer the position to another principal on the redundancy list,

or

accept application for the position

d) Principals shall remain on the list until such time as they are re-assigned to, or refuse to accept a position as principal, but limited to a maximum period of five years. Nothing shall preclude them from applying after this time limit, should a principalship become available.

e) Principals who move to a vice-principalship shall maintain their seniority as principals but no seniority as principal shall accumulate while they are vice-principals.

22.07 a) Where there are more vice-principals that there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of principal and/or vice-principal with the West Parry Sound Board of Education.

b) Vice-Principals who have been declared surplus will be listed in order of their seniority in the position of principal and/or vice-principal with the West Parry Sound Board of Education and future vacancies will be filled from this list, in the reverse order in which

they were declared surplus, without the necessity of the applicant re-applying.

c) Vice-principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as vice-principal, but limited to a maximum period of 5 years. Nothing shall preclude them from applying after the time limit should a vice-principalship become available.

d) In, in the opinion of the Director of Education, compliance with 22.07 (a) or (b) would result in the termination or deterioration of a program in the school where the vacancy is, the Board may:

i) offer the position to another vice-principal on the redundancy list,

or

ii) accept applications for the position.

22.08 A principal or a vice-principal declared redundant may request reconsideration from the Director of Education if the principal or vice-principal feels he/she has more experience than, and equal qualifications to, a principal or vice-principal who has been made exempt from being declared redundant under clause 22.02 (b), or 22.07 (d). to be eligible for reconsideration, the principal or vice-principal must make written request to the Director within five days of receipt of notice re redundancy from the Director, and reconsideration will occur within ten days of receipt of this request, notwithstanding the May 1 date of 22.01.

A principal or vice-principal at the head of the respective redundancy lists who is overlooked for reassignment because of clause 22.06 (c) or clause 22.07 (d), will have the same right for reconsideration under the same terms as principals and vice-principals declared redundant under 22.02 (b) or 22.07 (d).

22.09 Nothing in the above shall preclude the Board's right to move non-surplus principals among the schools within a 15 mile radius of Parry Sound.

Windsor Elementary/Elémentaire, 1979-82

ARTICLE XIX

RESPONSIBILITY POSITIONS

19.03 On or before April 30 each year, the number of positions of principal and vice-principal to be appointed for the school year shall be determined in accordance with 19.01 and 19.02. After April 30, there shall be no additions or delections in the number of positions to be filled during the next school year.

19.04 (a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

(b) A principal who is declared surplus will be assigned to a position of vice-principal.

(c) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of principal and/or vice-principal.

(d) A vice-principal who is declared surplus will be reassigned by the Superintendent of Operations, after consultation with the appropriate Area Superintendent and the Vice-principal, to a position which has been declared vacant.

(e) Seniority in the present position with the Windsor Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority the criteria in Section 15.03 will apply.

(f) Principals and vice-principals who have been declared surplus will be listed in order of their seniority in the responsibility position as outlined in Section 5 and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as a Principal. Vice-principals shall remain on the list until such time as they are re-assigned or refuse to accept a position as a Vice-principal.

(g) Any reduction in salary resulting from a change of position due to redundancy shall be limited to one half (½) of the difference but in any case not more than $2,000.00 per year until the person's salary applicable to the new position is reached.

Lincoln Secondary/Secondaire, 1981-82

Section C - Placement of Staff in Positions of Responsibility

.01 a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

b) A principal who is declared surplus will be assigned by the Superintendent of Operations to a position of vice-principal.

.02 a) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of vice-principal.

b) A vice-principal who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, subject to being qualified.

.03 a) Where there are more deans than there are available positions for deans, deans will be declared surplus.

b) A dean who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, subject to being qualified.

.04 A consultant who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, or a position similar to the one held prior to being appointed a consultant, subject to being qualified.

.05 A co-ordinator who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head, or a position similar to the one held prior to being appointed co-ordinator, subject to being qualified.

.06 A counsellor who is declared surplus will be re-assigned by the Superintendent of Operations to a position of department head or a position similar to the one held prior to being appointed a counsellor, subject to being qualified.

School Closing (.07, .08, .09, .10 applicable to staffing that year only):

.07 a) When there are more department heads in a given subject area than there are available positions department heads will be declared surplus in order of least seniority in the position of department head in the same subject area.

b) A department head who is declared surplus will be assigned by the Superintendent of Operations to a position of assistant department head, if such a position exists.

.08 a) When there are more assistant department heads in a given subject area than there are available positions, assistant department heads will be declared surplus in order of least seniority in the position of assistant department head in the same subject area.

b) An assistant department head who is declared surplus will be assigned to a position at least equal to the position from which he was promoted, subject to Section A and B.

.09 i Seniority in a Position of Responsibility shall be based upon the date when the appointment by the Board became effective. In cases where seniority is equal, Section 12A will be used to provide a tie-breaker.

ii In the case of a teacher in any Position of Responsibility within the bargaining unit as defined in Article 8 who either requests or is required to move to a lesser Position of Responsibility, that teacher shall for the purposes of this Section 12C be credited with seniority in the lesser Position of Responsibility for all continuous years of experience in Positions of Responsibility equal to or higher than the lesser Position of Responsibility into which the teacher moves.

iii Teachers who have been declared surplus in a Position of Responsibility and have moved into a lesser Position of Responsibility will be designated the most senior person in the lesser Position of Responsibility, unless there are teachers in the lesser Position of Responsibility who moved there by way of transfer pursuant to sub-paragraph (ii) above. In such cases, seniority in the previous position will then apply for the ordering of seniority.

.10 Teachers who have been declared surplus in the Position of Responsibility will be listed in order of their seniority in the responsibility position and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Teachers shall remain on the list until such time as they are re-assigned or refuse to accept a Position of Responsibility for which they are qualified.

.11 Any reduction in salary resulting from a change of position due to redundancy shall be limited to one-half (½) of the difference but in any case the reduction shall not be more than $2,000. per year until the person's salary applicable to the new position is reached.

London Secondary/Secondaire, 1980-82

12.6 Declaration of surplus - Position of Responsibility

12.6.1 Teachers holding a position of responsibility shall be declared unplaced or surplus in that position of responsibility according to the subject area or service in which they are appointed. The order for declaring surplus is:

a) persons acting administrative appointments,
b) persons acting appointments,
c) persons in interim appointments,
d) person in permanent appointments,

12.6.2 In the case of equivalence of appointment the order shall be:

a) the effective date of appointment,
b) given equivalence in (a) the order of standing in the competition for the appointment,
c) for those persons appointed prior to the system-wide promotional competitions, the order shall be determined by the Superintendent of Operations.

12.6.3 A teacher declared surplus in a position of responsibility shall be offered a position in the next lower level of responsibility and adjustments made in that complement accordingly.

12.6.4 Notwithstaning the provisions of the Section, a person (a) who held a position of responsibility which was declared redundant within the immediately preceding two academic years, and (b) who was appointed to a lesser position shall be reappointed to the position previously held provided

a) an opening occurs at the level and position vacant,
b) the said person was performing at a highly satisfactory or satisfactory level in the previous position, as confirmed by his most recent evaluation,
c) the said person is performing at a highly satisfactory or satisfactory level in the position presently held, verified by a statement from his immediate superior.

When two or more persons are eligible for reappointment such persons shall be considered in the same order as the original appointment or completion list.

Peel Secondary/Secondaire, 1981-83

13.09 POSITIONS OF RESPONSIBILITY

a) i) When there are more principals than there are available positions for Principals, Principals will be declared surplus to positions in order of least seniority in accordance with (ii) below.

ii) Seniority shall be determined as follows:

a) aggregate length of experience as a secondary school Principal in Peel, and if this is equal;

b) total years of secondary experience (no grand-fathered elementary experience) in Peel, and if this is equal;

c) by lot.

iii) A displaced Principal shall continue to be paid as a Principal for one year and have first rights of recall for that year in reverse order of displacement

b) i) When there are more Vice-Principals than there are available positions for Vice-Principals, Vice-Principals will be declared surplus to position in order of least seniority in accordance with (ii) below.

ii) Seniority shall be determined as follows:

a) aggregate length of experience as a secondary school Vice-Principal in Peel, and if this is equal;
b) total years of secondary experience (no grand-fathered elementary experience) in Peel, and if this is equal;
c) by lot.

iii) Principals displaced to Vice-Principal status shall be considered senior to all Vice-Principals and junior only to any subsequent Principal who is displaced to Vice-Principal status.

iv) A displaced Vice-Principal shall continue to be paid as a Vice-Principal for one year and have first rights of recall for that year in reverse order of displacement.

c) i) When there are more Department Heads than there are available positions for Department Heads in a subject area, Department Heads in that subject area will be declared surplus to position in order of least seniority in accordance with (ii) below.

ii) If a Vice-Principal moves into a Headship, which position is a Minor Headship, the position becomes a Major Headship for that person only.

iii) Where a Vice-Principal is qualified in more than one subjct area, he shall revert to the previously specified subject area in which he specialized immediately prior to becoming a Vice-Principal.

f) In the event there is an excess Department Head he shall displace the least senior Department Head in his subject area. That Department Head shall displace the Assistant Head in his school if such a position is available in the subject area. If no such position is available, the excess Department Head shall become a Teacher in the same school. If such a position is not available he shall be considered Excess to School.

g) The following rights shall accrue to the displaced Department Head:

i) he shall have first priority to recall, for one year, to the first available Headship in the subject area in which he was previously Head. If more than one Department Head is a given subjet is displaced, they shall be recalled in the order of displacement and if that is tied in order of regional seniority as defined in Article 13.03.

ii) where his remains in the same school he shall be exempt from the Surplus to Region List and Excess to school list for one year.

iii) He shall retain his allowance for one year.

Notwithstanding the above, upon refusal of an offer of a position at the former level, he shall immediately revert to the salary of the current position.

h) In the event there is an excess Assistant Head he shall become a Teacher in the same school, provided he has sufficient seniority not to be Excess to School. The following rights shall accrue to the displaced Assistant Head:

i) he shall have priority to recall, for one year, to the first available Assistant Headship in the subject in which he was previously Assistant Head. If more than one Assistant Department Head is a given subject is displaced they shall be recalled in order of displacement and, if that is tied, in order of regional seniority as defined in Article 13.03.

ii) he shall retain his allowance for one year.

Notwithstanding the above, upon refusal of an offer of a position at the former level, he shall immediately revert to the salary of the current position.

i) Acting Positions

i) Any Teacher holding a Position of Responsibility who goes on leave or takes an alternate assignment for two years or less shall return to the former position at the end of the leave or other assignment unless displaced by the procedures above.

ii) While such a Teacher is on leave or in the alternate assignment, his position will be filled by another Teacher on an acting appointment.

iii) A Teacher in an acting Position of Responsibility will remain on the School Staff of his former school and will for the purposes of this Article not be a member of the School Staff where he holds the acting appointment.

iv) A Teacher in an acting Position of Responsibility will simultaneously accrue seniority both at his former level and at the acting level; the latter will only be of eventual use should he subsequently obtain a regular appointment at that level.

v) Should a Teacher holding a Position of Responsibility go on leave or take an alternate assignment of more than two years he shall lose his rights to return to that school and will be placed back in the system at his former level displacing the junior Teacher in the system at that level. A Teacher in an acting position shall assume the position on a regular basis in the event that the Teacher he is replacing has not returned from leave or an alternate assignment after two years.

vi) a) If a vacant position of responsibility occurs or persists after June 10, it shall be filled by September 1st for the ensuing school year by the most appropriate qualified applicant within the school on an acting basis for that school year. The position will be advertised for the following school year during the normal hiring period.

b) If a vacant position of responsibility persists after September 1st it shall be filled within 6 weeks for the balance of the school year by the most appropriately qualified applicant within

the school on an acting basis for that school year. The position will be advertised for the following school year during the normal hiring period.

j) Term Appointments - Teachers filling Term Appointments shall accrue seniority at the level held prior to the term appointment. Upon return to a school, such a Teacher shall not retain the allowance of the Term Appointment.

k) i) When there are more Co-ordinators than there are positions for Co-ordinators, Co-ordinators will be declared excess and returned to the system as Department Heads.

ii) Co-ordinators displaced to Department Head status shall be considered senior to all Department Heads in the subject area in which the Teacher specialized immediately prior to becoming a Co-ordinator and junior only to any subsequent Co-ordinator or Vice-Principal who is displaced to Department Head status.

iii) a) The excess Co-ordinator shall displace the most junior Department Head in the Teacher's subject area within the Region.

b) If a Co-ordinator moves into a Headship, which position is a Minor Headship, the position becomes a Major Headship for that person only.

c) Where a Co-ordinator is qualified in more than one subject area, the Teacher shall revert to a Headship in the subject area in which the Teacher specialized immediately prior to becoming a Co-ordinator.

l) Notwithstanding 13.09 (a) to (k) above, should a Teacher be demoted by the Board or seek demotion, any years of experience in a position above the Teachers' new position shall be counted as years of service in that new position. Teachers demoted by the Board have no right to the former allowance. Teachers who seek demotion may be eligible for payment under Article 5.09.

m) Department Heads or Assistant Department Heads wishing to relinquish a position of responsibility must give notice to the Principal prior to the principal determining the organization for the following year. Should the Teacher relinquish the position after this date, the Teachers shall become Excess to School or after the Administrative Transfer date Surplus to Region if a vacancy in the school organization does not exist.

Sudbury Secondary/Secondaire, 1981-82

ARTICLE XXII - REDEPLOYMENT OF STAFF DUE TO CLOSING OF SCHOOLS

22.01 (a) A minimum of 6-months notice from the date concern is expressed about the closing of a school and immediate notification following a decision relating to the closing of a school will be given to the Branch Affiliates of the intention of the Board to designate a school for closure.

(b) Complying with Article XVI:

i) the determination of possible surplus staff in the receiving school(s) as per Article XVI shall be made without considering the transferred students as part of the enrolment of that school;

ii) this is to ensure that as many as possible of the staff from the school to be closed will have positions available in the receiving school(s).

(c) Transfers will take place as per Article XVI but the staff of the closing school will have first right to positions available in those schools receiving the major portion of the students from the closing school, taking into account program viability in the school. This would not include the transfer to a position of responsibility if this would result in a promotion or an increase in the designation of the present position of responsibility.

(d) The responsibility allowances of those staff in the closing school will be maintained for a period of two years.

(e) In the case of a school closing, Principals and Vice-Principals shall be dealt with in accordance with 8.02(d).

8.02 Classification of Schools

NOTE: For September 1, 1981, incumbents in the position of Administrative Assistant during 1980-81 shall become Vice-Principal in 'A' schools and shall receive the minimum salary for 'A' Vice-Principal as set out in 6.01 (c). Persons so appointed, if not already qualified, shall become qualified by August 31, 1983. These appointments shall not have the effect of increasing the number of staff provided for by the application of the formulae in clause 14.01.

d) In the case of positions eliminated by declining enrolment, including closing of schools, the following procedures shall apply to Principals and Vice-Principals:

1) The Principal or Vice-Principal will have first right of refusal to an available equivalent administrative position or an available position of responsibility for which he is qualified. Such right shall be extended until the end of the next academic year. Beyond that year, the Principal or Vice-Principal has no further right of refusal and will be placed on the Seniority List and will be subject to the provisions of Article 16 and 17 of the Collective Agreement.

2) If the equivalent administrative position or position of responsibility is not available, the Principal or Vice-Principal will be placed on the Seniority List and will be subject to the provisions of Article 16 of the Collective Agreement. In such circumstances, the Principal or Vice-Principal retains his/her right under #1 above.

3) When an equivalent administrative position is offered and refused, the right of Principal or Vice-Principal in #1 above is terminated. He or she will be placed on the Seniority List and will be subject to the provisions of Article 16 of the Collective Agreement.

4) Whether a position of responsibility is accepted or refused by the Principal or Vice-Principal, he/she will maintain the right as outlined in #1 above.

5) The salaries of the Principal and Vice-Principal shall be red-circled until equalled or exceeded by the position on the grid providing the individual remains in the Board's employ.

Windsor Secondary/Secondaire, 1981-84

ARTICLE XII - PLACEMENT OF SURPLUS TEACHERS IN POSITIONS OF RESPONSIBILITY

12.01 (a) Where there are more principals than there are available positions for principals, principals will be declared surplus in order of least seniority in the position of principal.

(b) A principal who is declared surplus will be assigned to a position of vice-principal.

12.02 (a) Where there are more vice-principals than there are available positions for vice-principals, vice-principals will be declared surplus in order of least seniority in the position of vice-principal.

(b) A vice-principal who is declared surplus will be reassigned by the Superintendent of Operations to the position most recently held by that vice-principal:

12.03 (a) Where there are more coordinators in a given subject area than there are positions, co-ordinators will be declares surplus in order of least seniority in the position of coordinator in the same subject area.

(b) A coordinator who is declared surplus will be reassigned by the Superintendent of Operations to the position of a consultant in the same subject area if it exists or to the previous position most recently held by that co-ordinator.

12.04 (a) Where there are more consultants in a given subject area that there are positions, consultants will be declared surplus in order of least seniority in the position of consultant in the same subject area.

(b) A consultant who is declared surplus will be reassigned by the Superintendent of Operations to the previous position most recently held by that consultant.

12.04 (a) Where there are more directors in a given subject area than there are positions, directors will be declared surplus in order of least seniority in the position of director in the same subject area.

(b) A director who is declared surplus will be reassigned by the Superintendent of Operations to one of the following positions in order of priority if such positions exists in the same subject area: Department Head
Assistant Director
Assistant Department Head

12.06 (a) Where there are more department heads in a given subject area than there are available positions, department heads will be declared surplus in order of least seniority in the position of department head in the same subject area.

(b) A department head who is declared surplus will be assigned by the Superintendent of Operations to one of the following positions in order of priority if such position exists in the same subject area: Assistant Director
Assistant Department Head

12.07 (a) Where there are more assistant directors in a given subject area than there are positions, assistant directors will be declared surplus in order of least seniority in the position of assistant director in the same subject area.

(b) An assistant director who is declared surplus will be assigned to a position of an assistant department head if such position exists or to the position most previously held by that assistant director.

12.08 (a) Where there are more assistant department heads in a given subject area than there are positions, assistant department heads will be declared surplus in order of least seniority in the position of assistant department head in the same subject area.

(b) An assistant department head who is declared surplus will be assigned to a position at least equal to the position from which he was promoted subject to Articles IX and XI.

12.09 Teachers, who have been declared surplus in a position of responsibility and have moved into a lower position of responsibility, will be at the top of the seniority list in the new position of responsibility.

12.10 (a) Seniority in the present position with the Windsor Board of Education shall be based on the date when the appointment became effective. In cases of equal seniority in the present position, Article IX shall be used to provide a tie-breaker.

(b) Teachers in a position of responsibility who have been declared surplus will be listed in order of their seniority in the responsibility position and future vacancies will be filled from this list, in the reverse order in which they were declared surplus, without the necessity of the applicant re-applying. Teachers shall remain on the list until such time as then are reassigned or refuse to accept a position at least at the same reponsibility level as the one from which they were declared surplus.

(c) Any reduction in salary or allowance resulting from a change of position to surplus to a position of responsibility shall be limited to one-half (½) of the difference but in any case not more than $2,000. per year until the person's salary applicable to the new position is reached.

Carleton RCSS (O.E.C.T.A.)/C.E.S.C., 1981-83

3:12 - Redundancy (Principals)

In the event that a surplus of principals occurs due to the twinning or closure of schools or other change in the organization of the Board, reduction of the staff of principals shall be implemented in the following manner:

A) Every effort shall be made to absorb the surplus of principals and/or reduce staff of principals through the process of attrition as a result of normal resignation, retirements and/or leaves of absence.

B) No new principal shall be hired until every effort has been made to place all principals who have been declared surplus as a principal.

C) In accordance with the preamble, where a surplus exists after all efforts have been made in accordance with A) above, reduction shall be accomplished in the following order of priority:

i) total experience with the Board as a principal;

ii) in the event that a surplus occurs and the criterion above is considered equal, the basis of retention in the position of principal shall be:

a) total experience as a principal;

b) total experience with the Board while employed on a probationary or permanent teachers contract;

c) total teaching experience in Ontario;

d) total teaching experience recognized for salary purposes;

e) category placement as defined by Article 4:00, priority being given to higher categories.

NOTE:

1. In all cases, criterion b) shall be used as a criterion for retention only if criterion a) is considered equal; criterion c) shall be used for retention only if criteria a) and b) are considered equal; criterion d) shall be used for retention only if criteria a), b), c) and d) are considered equal; criterion e) shall be used for retention only if criteria a), b), and d) are considered equal.

2. Experience with the Board in this article refers to experience in the English Sector.

iii) In the event that the above criteria are considered equal, the Director of Education in consultation with the superintendent of Teaching Personnel shall be given the responsibility of deciding the principal to be reassigned.

D) A principal who has been reassigned because of the surplus shall retain the right to recall in reverse order of reduction should a position of principal occur within the Board. Failure to accept the recall offered by the Board forfeits the right of recall under this Article.

Frontenac RCSS/C.E.S.C., 1981-82

8.11 (a) Where a reduction in the number of principals is necessary the Board shall implement such reduction on the basis of seniority and in determining seniority for this purpose, the following criteria shall apply in the order listed:

(i) length of continuous service as a principal of this Board or its predecessors;

(ii) length of continuous teaching experience with this Board or its predecessors;

(iii) total length of teaching experience with this Board;

(iv) length of teaching experience in Ontario;

(v) length of teaching experience anywhere that has been accepted for salary purposes by this Board.

8.11 (b) Notwithstanding the provisions of sub-paragraph (a) hereof, the Board shall be permitted to maintain or install a principal at a French Language school, a French Immersion school, or school in which instruction is given in grades 9 and 10.

8.11 (c) When making new appointments to the position of principal, the Board shall first offer the position to a principal declared surplus in the current or previous school year provided such person has continued to be employed by the Board. Such offer shall be made in the reverse order of priority used to declare principals surplus.

8.11 (d) A principal who has been appointed on a fixed term basis may be removed from such position at the conclusion of the agreed term, and such removal shall not be subject matter of a grievance.

Huron-Perth RCSS/C.E.S.C., 1981-82

ARTICLE XI: PRINCIPAL TENURE

11.01 All continuous experience as a Principal with the Huron-Perth County Roman Catholic Separate School Board and its predecessor Boards shall be recognized in full.

11.02 No Principal can be returned to a classroom from a position of responsibility without reason being given in writing.

11.03 In the case of redundancy, the Principal whose position has been declared redundant can claim the position of Principal with the least experience with the Huron-Perth County Roman Catholic Separate School Board who must then relinquish said position.

11.04 A principal who has lost a Principalship due to redundancy will be, subject to Article X, offered a teaching position with the Board. Qualifications and years of continuous experience with the Board shall be recognized for seniority and tenure purposes.

11.05 A Principal who has lost a Principalship due to redundancy but retains a contract with the Board, will be offered the next Principalship opened, provided the necessary certification required by the Ministry of Education is met.

11.06 Where experience is equal, redundancy is to be determined according to qualification.

Lakehead RCSS/C.E.S.C., 1981-83

13:09 PRINCIPAL REDUNDANCY

In the event a surplus of Principals occurs in the system reduction of Principals shall be implemented in accordance with sub-clauses (a) and (b) inclusive:

(a) A surplus of Principals shall be deemed to exist when a school has been closed or twinned.

(b) Where a surplus exists after attrition, reduction in Principals shall be accomplished in accordance with the following order of priority:

(i) the length of service as a Principal with the Board

(ii) O.E.C.O. Statement of Evaluation in decreasing rank

(iii) total length of teaching experience with this board

(iv) length of teaching experience in Ontario

(v) length of teaching experience anywhere

(c) When making new appointments to the position of Principal, the Board shall first offer the position to those principal(s) declared surplus in the current or previous school year. Such offers shall be made in the reverse order of priority used to declare Principals surplus.

13:19 VICE-PRINCIPAL REDUNDANCY

(a) Where a reduction of Vice-Principal is necessary for any reason, the reduction in Vice-Principals shall be accomplished in accordance with the following order of priority:

(i) length of service with this Board either as a Vice-Principal and/or a Principal

(ii) length of service with this Board

(iii) length of teaching experience anywhere

(iv) decreasing rank of the Teachers' O.E.C.O. Statement of Evaluation

(v) selection by lot conducted by the Director of Education with the President of the local O.E.C.T.A. Unit in attendance.

(b) When making appointments to the position of Vice-Principal, the Board shall first offer the position to those Teachers who were demonted from redundant positions of responsibility.

London-Middlesex RCSS/CESC, 1980-82

20.01 Redundancy

(a) In the event it becomes necessary for the Board to declare teachers redundant, their employment shall be terminated in reverse order of their length of continuous service with the Board subject to the qualifications of the teacher satisfying the requirements to fill the position available.

Notification in writing that the teacher has been declared redundant must be given to the teacher by April 1st.

(b) Teachers who have been released due to staff reductions will be rehired if positions become available subject to seniority and the qualifications of the teacher satisfying the requirements to fill the position.

(c) (i) Should a position of school principal become redundant, teachers in such positions shall be demoted in reverse order of length of service as a principal.

(ii) Principals who have been declared redundant shall be recalled in reverse order of length of servce as a principal subject to qualifications and other experience.

(iii) The position of principal at C.C.H. will not be affected by items (c) (i) and (c) (ii) above on the provision that no other interested principal in our system has the qualifications and suitable experience to fulfil that position.

(d) (i) Should a position of school vice-principal become redundant, teachers in such positions shall be demoted in reverse order of length of service as a vice-principal.

(ii) Vice-principals who have been declared redundant shall be recalled in reverse order of demotion, if positions as vice-principal become available subject to qualifications and other experience.

Nipissing RCSS/CESC, 1981-82

9.03 Surplus of Principals

In the event a surplus of principals occurs in either sector of the board reduction of principals shall be in accordance with sub-clauses 1) and 2) inclusive.

1) A surplus of principals shall be deemed to exist when a school has been closed.

2) Where a surplus exists after attrition, reduction in principals shall be in accordance with the following order of priority:

   i) length of service as a principal with this board

   ii) total length of teaching experience with this board.

   iii) length of teaching experience in Ontario

   iv) length of teaching experience anywhere

   v) QECO Statement of Evaluation in decreasing rank (as per 4.01(1)).

3) When making new appointments to the position of principal, the board shall first offer the position to the principal(s) declared surplus in the current or previous school year. Such offers shall be made in the reverse order of priority used to declare Principals surplus.

Ottawa RCSS/CESC, 1981-83

ARTICLE XVIII: SENIORITY FOR PRINCIPALS

18:01 Seniority in the position of principal shall be established according to the toal number of years of experience as school principal with our Board.

18:02 a) In the case of redundancy of principals' positions due to the closing or combining of French-language schools, the Board shall retain a sufficient number of principals within the French-language schools on the basis of seniority.

b) In the case of redundancy of principals' positions due to the closing or combining of English-language schools, the Board shall retain a sufficient number of principals within the English-language schools on the basis of seniority.

c) In the case where principals have the same seniority in (a) or (b) the determining criteria shall be in accordance with 17:04 (c) and 17:07 (b).

18:03 If the redundant position is re-established, principals will be assigned according to seniority and without loss of seniority.

18:04 If in order to meet the needs of the system, the seniority provisions cannot be adhered to completely, the Board shall inform the individual concerned of its reason for bypassing the seniority provision.

Prescott & Russell RCSS/CESC, 1980-82

12:03 Reduction of Principalships and Vice-Principalships

(a) Criteria

When The Board deems it necessary to reduce the number of Principals and Vice-Principals, The Board will retain the services of the Principals and the Vice-Principals according to seniority with The Board (years of continual service with The Board or with the former boards amalgamated to former the present board), as Principals and Vice-Principals.

(b) Seniority Calculation - Principalships and Vice-Principalships seniority shall be computed as follows:

(i) one (1) year of seniority will be allotted for each year of experience as a School Principal, in accordance with above Section (a).

(ii) one half (0,5) year of seniority will be allotted for each year of experience as a Vice-Principal, in accordance with above Section (a).

(c) Where seniority is equal and priority must be established, the determining criteria shall be in the following order:

(i) all things being equal: other years of service with The Board (or with the former boards amalgamated to form the present board);

(ii) all things being equal: qualifications' ratings

(iii) all things being equal: competence.

(d) Seniority Lists:

(i) The Board will publish two (2) lists indicating seniority and qualifications (A.E.F.O. and O.E.C.T.A.), which will be posted in every school at the latest, January 31.

(ii) The Principals and Vice-Principals must advise the Board of any mistake on the lists within fifteen (15) working days after January 31.

(iii) After this period, The Board will publish a list of corrections which will be posted in every school before April 1.

(e) At the latest May 1, the Board will establish which Principals and/or Vice-Principals are redundant to the needs of the system and will advise the persons concerned in writing as well as the A.E.F.O. Prescott and Russell Branch Affiliate.

9:05 Redundancy - Positions of Responsibility

a) Should a position of responsibility as referred to in 9:04 above become redundant, the following factors shall govern the demotion for each respective field of responsibility, in each respective branch affiliate.

i) Reverse order of length of service with the Board in the field of responsibility.

ii) Overall effectiveness

iii) Qualifications

iv) Reverse order of length of service with the Board.

When factors (ii) and (iii) are relatively equal as determined by the Director, factors (i) and (iv) shall govern the demotions from positions of responsibility.

b) If the redundant position is re-established, such teachers shall be given priority to fill this position respecting these factors.

Waterloo RCSS/CESC, 1981-83

4.13 Where a reduction is necessary in any of the following positions where a responsibility allowance is paid under the terms of this collective agreement, length of continuous service in that position with the Board will be given first consideration: Principals; Vice-Principals; Department Heads by subject across the system; Consultants or Resource Teachers by subject or speciality; Special Education (Core Resource Teachers).

Welland RCSS/CESC, 1981-82

12.04 SURPLUS PRINCIPALS

12:04.01 Formation of Seniority Lists

12:04:01:01 On or before January 1st of each year, the Board shall prepare and distribute a current seniority list of all elementary school principals, to all elementary principals and the Presidents of the Branch Affiliates.

12:04:01:02 The current seniority list shall state i) name, ii) experience as principal with the Board as of August 31st of the current school year.

12:04:01:03 The seniority list shall consist of the names of principals listed in decreasing order of years of experience as principal with the Board.

12:04:01:04 A principal who considers that his position on the seniority list is incorrect, must report the error, in writing, to the Director of Education by January 15th. The Director of Education shall reply, in writing by February 1st and adjust the list if necessary. A revised list shall be distributed by February 15th.

12:04:02 DEALING WITH SURPLUS PRINCIPALS

12:04:02:01 Surplus principals shall be dealt with as per existing Board policy pertaining to the Principals' Evaluation Document approved November 3, 1980.

GUIDELINES FOR DEALING WITH THE REDUNDANCY OF ELEMENTARY PRINCIPALS

1. If attrition will take care of the redundant position then that position of retiring principal will be declared vacant and the existing transfer guidelines will be used to resolve the situation.

2. Principals may apply for any position of responsibility that may become available, thus possibly resolving the redundancy situation.

3. When No.'s 1 and 2 will not resolve the situation, the Area Superintendent will determine those principals who may wish to relinquish the principalship for a period of one or two years. These candidates will return to the classroom for this interim period BUT:

   (a) should a vacancy occur during this interim period, this teacher will have the option of returning to a principalship;

(b) when no principalship is available at the expiration of the one or two year leave period (#1 and #2 having again been considered), this teacher will be returned to a principalship vacated by the principal in the system with the least seniority as outlined in No. 4.

4. In the event that No's 1, 2 and 3 do not apply and a principal must be considered for redundancy, determination shall be made by the Board based first upon:

(a) the total number of years of principalship with the Welland County Roman Catholic Separate School Board and/or its predecessor boards, and secondly upon

(b) the total number of years as a Consultant, Co-ordinator, Assistant-to-the-Principal, Vice-Principal, Principal and Supervisory Officer with the Welland County Roman Catholic Separate School Board or its predecessor boards.

5. Where two or more principals with equivalent experience must be considered for redundant declaration of one position, the determination shall be made by the Board based upon:

- satisfactory performance review
- variety of experiences as a principal
- variety of experiences in other areas of responsibility
- qualification as a principal

and the redundant principal will be re-appointed to a principalship when the next vacancy occurs, or he or she may be appointed to another suitable position by mutual agreement.

POOR

QUALITY

ORIGINAL